

## DIGITISATION OF INDUSTRIAL TREE PLANTING (ITP) SYSTEM by Norman Wong

I have the pleasure to introduce an innovative digital strategy for our Forest Plantation (FP) Department. This initiative was started by our General Manager, and I am giving my input to put things into perspective, so that we are all clear where we are going, how we can communicate and collaborate better in the DBR processes.

1. This project started as a "Work Order" (WO) system, anchored on DBR. The original WO, which contains Hectare and Rate (measurables), is mainly used for cost control. This WO is for the start of each activity in the DBR, monitored by HOD, finished with the Accounts Department. This is not so visible or transparent, and not much room for communication, collaboration, and tracking.

However, if we extend the DBR with an OKR (which I will explain in 2. with an example), to use the terminology DBR-OKR, we have a much-improved system, allowing the digital strategy to drive our business objective. (OKR is an acronym for Objectives and Key Results).

2. Let us issue a WO for compartment 192, Plot 16 (18.06 Ha), for BPS. Conventionally, the additional field we have is the rate.

Now we use an innovative DBR-OKR approach.

The new WO would look like this:

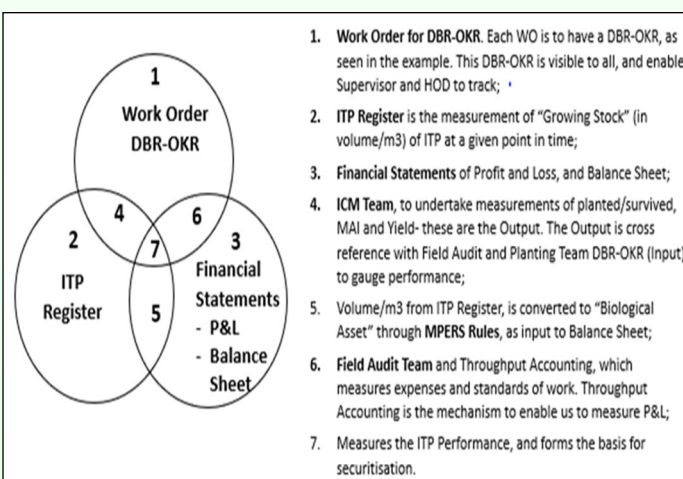
We will have the following fields:

- Contractor;
- Number of workers (this will affect the throughput aka duration of this task);
- Rate;
- Start and Finish date (measured in days);
- Chemicals used (number of litres- base on HA, we can calculate);
- Expected planting points (say @1,000 pp per ha, 18,060. This is linked to the next activity, which is planting, and will enable us to cross check the effectiveness of BPS).

D, E, F are the OKRs for BPS. We will develop OKRs for each of the activities as part of the WO system. The OKRs are visible, linked upwards, downwards, and even sideways (which Field Audit and ICM will

also have a standard to measure against, which means we can communicate horizontally, as well as up and down).

3. This is the conceptual framework for the entire project, which is to be linked with ITP Register, which is linked to the Financial Statements.



4. When we add OKR to the DBR activities, we have the missing piece of "puzzle" to complete the whole system. MDO, together with Matt, Ed and Stephen, will work on the DBR-OKRs with the HODs. This will enable everyone to see what each other is doing, which will lead to better communication, collaboration and performance. The "connective tissue" in items 4, 5 and 6 of the 3-circle model (Field Audit, ICM and Accounts) are also key members and will provide a lot of input and feedback to the rest of the team because all the activities are measurable and have an agreed upon standard.

5. The new WO system should enable the Field Supervisors to key-in the achievement for the day, and HOD can track the progress. Field audit will have the data for random check as well. The DBR-OKR will enable us to track the work in progress, which is "live" and active, as opposed to monitoring, which is passive and inactive, it will be a key driver of performance. Remember, we "cannot manage what we cannot measure".

Thank you. Please give your full support to all those working on the new system and make it a key goal for 2023.

# VEGETATION MANAGEMENT TRAINING

by Stephen David

The first ever vegetation management training in Sapulut were conducted from 06 February to 10 February, 2023 which was attended by 14 staff and trained by Mr. Gilmore Munro from PSDK Group.

The objectives of this training is to provide skills in all aspects of spraying and managing systematic weed control. There are several areas covered during the training as follows:-

## Spraying Techniques

Mr Gilmore demonstrated and explained the different nozzles spray and drift caused by each spray—the pressure, height of the nozzle when spraying, the direction of the nozzle when spraying is always down and not to the side. Also, we discussed about spraying with a dribble bar in plots with small trees with demonstration and everyone practiced on it.

## Calibration

Mr Gilmore presented us the methodology of calibration to ensure the correct amount of product and spray mixture is evenly distributed over the given area to be sprayed. Everyone was given the chance to practice on the ground.

After that, we discussed further at the office about many aspects of weed control which include planning, reporting, understanding the labels and so on.



## Assessments of Compartments

There are 3 categories of weed size—green, orange and red. We spent time looking at difference situations and discussed the action plan. Mr Gilmore advised us to always maintain at the green size category to minimize costs and avoid another operation which is cutting.

Vegetation management Planning PPM		POST PLANT MAINTNANCE OPS 0 - 1 Year - Establishment		
		GREEN CATEGORY (0-25CM)	ORANGE CATEGORY (25 - 40CM)	RED ( > 50CM+)
WEED SIZE		(0-25CM)	(25 - 40CM)	( > 50CM+)
OPERATIONS		INTER ROW: Dribble bar POST PLANT: FULL COVER - Selective Herbicides PLANT LINE: Dribble bar	INTER ROW: Dribble bar POST PLANT: Dribble bar PLANT LINE: Dribble bar	INTER ROW: SLASH POST PLANT: RING WEED SLASH PLANT LINE: SLASH ONCE SLASHED, COMPARTMENT WILL BE IN GREEN CAT SPRAY WITHIN TWO WEEKS WHEN REGROWTH OCCURS
ALLOWABLE % OF PLANTATION IN EACH CATEGORY		70%	20%	10%
CHEMICAL + RATE		PREPLANT: GLYPHOSATE 3.2 KJ / HA POST MAINTNANCE: MONDO 3.6 - 3.9 KJ /HA	POST MAINTNANCE: GLYPHOSATE 3.2 /KJ	
SELECTIVE CHEMICAL CONTROL GRASS CLETHODIM		AI STRENGTH TO DETERMIN RATE 1 - 2 LTR PER HA		
SELECTIVE BROAD LEAF CONTROL (NON ACACIA SPECIES) CLOPYRALID		3 LTR PER HA		

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### Trials on Bananas & Fern

Bananas were injected 3-5 times using special nozzle i.e banana lance with 10% phyphosate mixture and 5% Garlon mixture. Fern were sprayed with 2 different mixtures i.e 3% glyphosate and sticker mixture, and a 2% Garlon and stickers mixture. This trial will be monitored from time to time and updated.

In conclusion, the training is informational and useful for us to ensure successful weed control in our FMU and we thanked the management for providing us with this training.

As at today, we had adopted the few recommendations by PSDK Group i.e calibration, mixing and monthly spraying program. Let us work together and make continuous improvement day to day, starting with ourselves and Sapulut through training and learning, and practice our Core Values to achieve better results.

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

### **A POEM FOR SAPULUT**

*Generated with ChatGPT*

In Sabah, there's a company called **Sapulut**  
A forest management firm, with a name so cute  
They manage the trees, and the wildlife too  
But let me tell you, there's some funny things they do.

They plant the trees, and watch them grow  
But sometimes, they get stuck in the mud below  
And when the trees are finally tall and strong  
They'll chop them down, it won't take too long.

But don't worry, it's not all doom and gloom  
For **Sapulut** has a sense of humor, a bit of room  
They'll dance with the trees, and sing a song  
Making forestry fun, all day long.

And when they're not dancing or singing  
They'll be out there, forest managing  
Ensuring sustainability, and biodiversity too  
For the future of the forest, and all its creatures, it's true.

So if you're ever in Sabah, and you see **Sapulut**  
Don't be afraid, they're not here to loot  
They're just managing the forest, with a smile on their face  
Making forestry fun, in this wild and wonderful place.

### **MOVING FORWARD TO ISO 45001:2018**

**CERTIFICATION** by Johnson Joseph

The beginning of 2023 started with enthusiasm as the Management opined that the standard for our safety and health in Sapulut needs to be improved and thus we will be moving towards the ISO 45001:2018 certification.

ISO 45001 is an International Organization for Standardization (ISO) standard for Occupational Health and Safety Management Systems (OSHMS). **The standard provides a framework for organizations to manage the risks associated with workplace health and safety and improve overall performance.** This standard applies for all organisation types, regardless of size and nature of work. ISO 45001 is important because it helps to **ensure the safety of employees and other personnel, reduce the costs associated with workplace accidents, and improve the overall efficiency of an organization.**

At the initial stage, our ISO certification will be led by the Safety & Health Department and Sapulut has established a team named "Task Force ISO 45001" to carry out and achieve this certification. The team consists of our GM Mr. Bryant Wong, FMUEM Mr. Teddy Sius, Camp Team (Johnson, Hezrone and Julius) and KK Team (N. Fadiyah, Edward Lee and Renny Jinoleh). We believe that with the support, cooperation and involvement of all staff from every level and also contractors can help this task force in facilitating the ISO 45001:2018 certification process and subsequently successfully certified.

## 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.

### BRAND PROMISE

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

### 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.

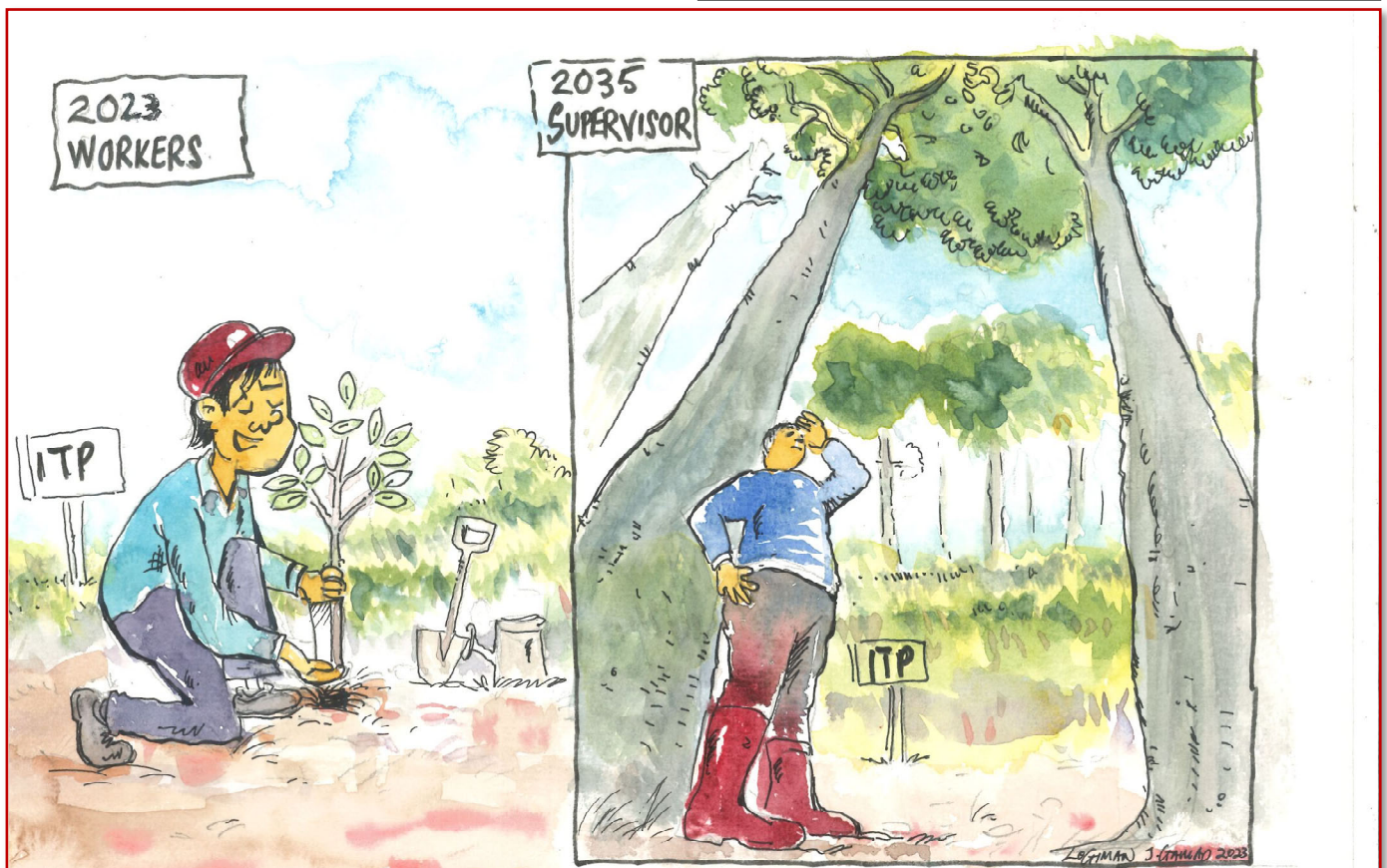
Continuous improvement of self and Sapulut through training and learning and practice "I see, I think and I do".

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.



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