

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

7TH CORE VALUE

"Attitude is the little thing that makes a BIG difference"- Winston Churchill

I am a big believer in attitude, or mindset, because that influences how we behave and act in a certain way. In Sapulut where we have to scale up our operations, work in a remote area, and there are several hundred people working in the forest which we do not meet regularly, we promote good attitude by advocating the CORE VALUES of the company.

In 2014, we introduced 6 Core Values, which are posted on Notice Boards, Letter of Employment, Newsletter, and numerous presentations. Although the Core Values do not change, I would like to add one more to the list of six.

The 7th Core Value is **"Know The Rules, and Know How to Break Them Properly"**- this value is attributed to the Dalai Lama.

Why do I like this rule?

Firstly, I am referring to **those rules imposed from the outside**, and NOT inside. All our Core Values are rules that are imposed on the inside, to guide us to be a better version of ourselves. But rules imposed from the outside have a tendency to limit our thinking, and thus our mindset. I am encouraging us to **"think outside the box"**, to disrupt the old ways of thinking and doing things in a process of **"creative destruction"**.

Some companies which resisted this process are no longer around today, e.g. KODAK. Others who did not embrace this wave of creative destruction are Nokia, Motorola and Blackberry, and they are now a shadow of their former self. On the other hand, those companies that "broke the rules" and disrupted the industries are UBER (ride sharing) and Airbnb (accommodation sharing), which enjoyed much prosperity and growth.

A closer example to home where we applied this Core Value is Taman Manikar. In this development, we used the *Subsidiary Title Act 1972* (a regulation which is used for high-rise, vertical buildings), and applied the regulation on landed, horizontal properties. We use the rules for high rise buildings, and applied them to low-rise properties through the "Deed of Mutual Covenant". This change of mindset allowed us to manage the taman properly, thus creating enduring value for our buyers. Taman Manikar enjoys higher capital appreciation and higher rental than comparable properties.

"Knowing how to break the rules properly" implies that we know what the rules are in the first place. We have to know what they mean, their implication, their strengths and weaknesses, why we should or should not change them. It forces us to think and question, and that is the first step in making changes.

Norman Wong, Managing Director (28 June 2017)

The North Wind and the Sun — Aesop Fables

The North Wind and the Sun argued between them who was the most powerful, and agreed that the winner would be the first who could strip a traveler of his clothes. The North Wind first tried his power and blew with all his might, but the more powerful his blasts, the closer the traveler wrapped his cloak around him, until at last, giving up, the North Wind called upon the Sun to see what he could do. The Sun suddenly shone out with all his warmth. The traveler no sooner felt this overwhelming heat, then he took off one piece of clothing after another, and at last, undressed and bathed in a nearby stream.

This is a famous fable by Aesop that demonstrates an important lesson: **Persuasion is better than force.**

Many problems arise when we speak with the intention of being heard instead of speaking to be understood. Rather than being like the wind, huffing and puffing away and achieving nothing but wearing down our listeners, try to put yourselves in the listener's shoes. Consider what your words sound like to their ears instead of what they feel like coming out of your mouth.

Words have power, and learning to use them effectively is key in achieving any goal.

Bryant Wong, General Manager
30 June 2017

Image taken from:

https://junipernaturaltherapies.files.wordpress.com/2017/01/aesops-fables-_the-wind-and-the-sun.jpg



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.

UMS: World Forestry Day 2017

World Forestry Day with the theme of 'Forest and Us' was held at the Faculty of Science and Natural Resources (FSSA), Universiti Malaysia Sabah on the 28 March 2017 at the Forestry Complex. The objective of the annual celebration is to create awareness to the public of the importance of forests and the benefits which we gain from the forest. Deputy Vice-Chancellor of (Academic and International) UMS, Professor Dr.Kamaruddin D Mudin emphasized the importance of protecting and conserving the forest by planting more trees during the opening speech.

In this event, Sapulut have participated in the Career Talk, exhibition and tree planting. Sapulut is the only FMU that have participated in the exhibition along with Sabah Park Ecolinc and the four programs of forestry course. Plorrah Paulinus is our representative for giving a career talk which she emphasized on her job and roles in Sapulut as well as her career development.

Representative for Sapulut at the exhibition booth: Kong Juu Wenn, Peter Philip, Theresia Diana Richard, Plorrah Paulinus, Jeffica Jaihon, Hue Su Wah, Mohd Ridhuan and Deckna Mosinoh.

Article and pictures by: Hue Su Wah & Deckna Mosinoh



Picture 1: Sapulut's staff at the exhibition booth.

Picture 2: Professor Dr.Kamaruddin D Mudin and Dr Keiko Ioki visited Sapulut's booth

Picture 3: One of the lecturer from the faculty, Dr Maria Lourdes T. Lardizabal at Sapulut's booth.

Picture 4: Plorrah attending visitor at Sapulut's booth



Left: Tree Planting (MyTree) by Sapulut's staff.

Above: Plorrah giving out career talk as the Sapulut's representative

Right: Picture with Dr. Wilson Wong and one of the Master student from the Faculty.

Honorary Wildlife Warden

Sapulut Honorary Wildlife Warden was appointed on November 02, 2016 as stated in the Wildlife Conservation Enactment, 1997. The authority card was handed to us on March 03, 2017 in conjunction with the World Wildlife Day at SMK Nabawan. The 19 Honorary Wildlife Warden in Sapulut namely;

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|--------------------|--------------------|---------------------|------------------------|
| 1. Renny Jinoleh | 6. Kong Juu Wenn | 11. Nurvi Vinson | 16. Riekoh Bunsadan |
| 2. Parimus Amalam | 7. Baxter Basilius | 12. Clarence James | 17. Heron Humberlus |
| 3. Peter Philip | 8. Joulin Taurin | 13. Josnidie Jiwi | 18. Henry Jamis |
| 4. Fredolin Martin | 9. Antukar Ansan | 14. Petius Anjarum | 19. Florentius Juplish |
| 5. Johnson Joseph | 10. Daniel Sasius | 15. Richard Francis | |



Part of the Honorary Wildlife Warden from different departments

The appointment of Honorary Wildlife Wardens is to assist in the carrying into effect of the provisions of Wildlife Conservation Enactment. At the same time, our main goal is to reduce poaching activity within FMU14.

As a start, we have conducted Wildlife Awareness Program to all staff and contractors. The program aims;

1. To inform that hunting is prohibited in Forest Reserve.
2. To warn that any person who commits an offence such as hunting animals or harvesting endangered plants species listed in Schedule 1 can be fined or imprisoned or both.
3. To introduce Honorary Wildlife Warden
4. To explain the power of Honorary Wildlife Warden who can seize, demolish and arrest any person believed to have committed an offence under Wildlife Conservation Enactment.

Our next plan is to engage with Sabah Wildlife Department and Tibow Forestry Department to tackle the poaching issue by;

- conducting roadblock at Sapulut-Kalabakan, Pagalungan and Matiku road
- joint inspection to all staff quarters and contractors' campsites

Article from: Forest Protection Department



Wildlife Awareness Session with the Central Stumping staff, Yarder operator and Jaya Enterprise workers.

5 Animal Facts that will make you Smile

Fact #1: Sea otters hold hands when they sleep to keep from drifting apart.

Sea otters wrap themselves in long strands of kelp which grow from the sea floor all the way up to the surface of the water. They use the kelp as an anchor so they can sleep without worry of floating out to open ocean.

Fact #2: When playing with female puppies, male puppies will often let them win, even if they have a physical advantage.

During puppy play, young males sometimes put themselves in a position where they can be taken advantage of by their female playmates. The early behavior could serve them well later in life, say researchers.

Fact #3: Gentoo penguins propose to their life mates with a pebble.

Humans give flowers and candy when wooing a lady. Penguins give rocks. Not just any rocks, male gentoo penguins search through piles of pebbles to find the smoothest, most perfect ones. When a penguin has selected his pebble, he presents it to his intended companion. If she approves, she puts the stone in her nest and the two are well on their way to becoming mommy and daddy birds. Pebbles are so important to the penguins that males often fight over the prettiest selections.

Fact #4: Male Seahorses give birth.

Unlike any other species, the males become pregnant. Females insert her eggs through an oviduct into the male's brood pouch. The male wiggles to get the eggs into position. Once all the eggs are inserted, the male goes to a nearby coral or seaweed and grabs on with his tail to wait out gestation, which may last several weeks. When it's time to give birth, he'll contort his body in contractions, until the young are born, sometimes over a period of minutes or hours. Baby seahorses look just like miniature versions of their parents.

Fact #5: Squirrels will adopt other squirrels babies if they are abandoned.

Squirrels will take in orphaned pups if the babies are closely related to the adoptive mother, according to new research. Although adoptions occur among species that live in extended family groups, it's much less common among asocial animals, such as squirrels, who are territorial, live alone and rarely interact with one another. The study also shows squirrels are able to assess which pups they are related to before determining whether to adopt.

Sapulut Annual Sport's Day 2017

Our Annual Sport's Day was held from 10 April 2017 - 13 May 2017 on every Saturdays at Field Forestry Department Tibow. The sports that was held on those days are football, sepak takraw, volleyball, badminton and telematch. Congratulation to the organizer and winners!



Here & There



Charlie @ Kiriman Baginda and Enik Ampuas pictured together with Plorrah, Peter and Fredolin.



Charlie @ Kiriman Baginda and Enik Ampuas receiving their certificates from Datuk Sam Mannan during the 2016 Session of Forestry Certificate Awarding Ceremony for Pengawas Hutan.



Above: Orientation program for KK Staff with Plorrah and Renny.



Right P1: Joint inspection for Occupation Permit (OP).
Right P2—P4: Activities during the practical students attachments to different departments.



WISHING ALL MUSLIM STAFF

SELAMAT HARI RAYA & AIDILFITRI

From:

The Newsletter Team of Sapulut Forest Development Sdn Bhd