

Upcoming Events

1) Supervisory Skill Training (Executive)

Dates:
12 July 2023
26 July 2023
02 August 2023

Venue: Open Hall Forestry Complex,
FMU 14

**2) Pest & Disease Workshop
(organized by BFC)**

Date: 14 July 2023

Venue: Conference Room, Level 2,
Wisma Manikar

3) Heart of Borneo: An Ecosystem that Provides

Dates: 23-24 August 2023
Venue: Kota Kinabalu



**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM
WORKING GROUP**

June 14, 2023 - An important date that witnessed the official establishment of Sapulut Working Group for Occupational Health and Safety Management System (OHSMS).

Let us work hand in hand with them to ensure that the occupational health and safety standards in Sapulut based on ISO 45001:2018 can be improved for the benefit of all.

Charmain / Management Representative (MR)
TEDDY SIUS @ LAWRENCIUS

Emergency Response Plan Coordinator
JULIUS M MIAJIM

Deputy Chairman/Deputy Management Representative (DMR)
~ TO BE CONFIRMED ~

Committee Members
CORNELIUS FRANCIS GAPIL
FLERRENCIUS JOSSILLIN
FREDOLIN MARTIN
G. ARY MICHAEL
JOULIN TAURIN
JUDE VALENTINE JUBIN
MOHD SHAHRULLAH BIN LAUPA
RIEKOH BUNSADAN
SABREE WINCESLAUS
STEPHEN DAVID

Secretary
JOHNSON JOSEPH

Lead Auditor
EDWARD LEE CHENG LOONG
RENNY JINOLEH

Document Controller
~TO BE CONFIRMED ~

OHS Promotion & Campaign Coordinator
HEZRONE JAIBAT

Risk Management Coordinator
~TO BE CONFIRMED ~

Incident Management Coordinator
SYAHRIAH TIBE

Safety Procedures Coordinator
JORUNI AMBUS (HEAD)
LOGIMAN J GAMAD

Legal Compliance Coordinator
SUBINAH SALARONG

Consultation & Participation Coordinator
ANASTASHA ARLENE JUNIGO

Performance Monitoring & Measurement Coordinator
JOSNIDIE JIWI



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.

SMALL ACT BETTER WORLD

by Jessica Salapan



"One Small Act Can Save The World"

The first community service program with collaboration from Universiti Malaysia Sabah were held from June 06 - June 07, 2023 in Kampung Tataluan dan Kampung Bangau which involved Sapulut's staff and 42 students including a lecturer. This programme also involves the villagers regardless of age.

First day of the programme started with fun games with the children organised by the UMS' students to create a cheerful atmosphere and break the awkwardness between them. The program then continues with an educational slot with the children. The next day, Sapulut has arrange the tree planting and Long House painting activities.

Sapulut have selected and prepared 385 seeds of *Nauclea orientalis* or known as Bangkal in local name sought from Philippines. Bangkal is a fast growing species and it is suitable to be planted by the river banks to prevent soil erosion.

We were divided into 3 groups where 2 groups are involved in tree planting while 1 group were responsible for painting the Long House. The students have fun with the activities provided and they are able to learn the basic tree planting technique as well as wall painting which will benefit them in the future as some of the students have never done this activities before.

The programme end with the Environmental Awareness Briefing to the village people followed by quizzes conducted by the UMS' students to test their understanding. Sapulut and UMS appreciation token exchange session was conducted to end this collaboration program with the hope that this program will continue in the future. Sapulut gave a token in the form of handicraft made by Puan Mazni from Kampung Tataluan.



VEGETATION MANAGEMENT SPECIALIST VISIT

By Stephen David

A specialist visit, Mr Peiter de Kock from the BFC was held on the May 17 to May 18, 2023 to follow up on the works that had been proposed in the last visit (November 2022) which is to do monthly spraying compared to the previous regime and to see the trial was done by the FRD (Research & Development Unit). Other than the Plantation and FRD staff, this visit were also attended by our GM, Mr Bryant Wong and 5 interns from Universiti Malaysia Sabah.

First day of the visit focused on the operational part i.e spot spray for planted area and pre-plant spray. Through the visit, he has seen good progress with the new regime of spraying on a monthly basis. After that, we visited the pre-plant area at replanting area, and he emphasized the timing of applicaiton, as the pre-plant operation lays the foundation for post plant operation.

By removing and controlling all hard or woody weeds at pre plant makes post plant maintenance more effective with less risk to the seedlings. Besides that, a clean weed free compartment at plant gives the seedlings the maximum chance to establish without competition. In conclusion, he emphasized on 3 things to get the desired result i.e. timing of application, rate of chemical and type of product, nevertheless the most important thing is "TIMING". Other than that, there are also a few things need to be taken into account i.e. mixing, type of nozzle and etc.

On the second day, we visited the trial conducted by our R&D Unit and thereafter a discussion was held on the vegetation management strategy in the evening. During the discussion, Mr. Pieter explained the Forestry Vegetation Management Strategy consisting of pre-plant, post plant and under canopy management. The successful execution of each strategy will determine the success and input cost of the next one. He also have recommended the herbicides used for each application.

Last but not least, Mr. Pieter told us that we achieved the desired results in relation to the implementation of the new regime. However, there is room for improvement which is the pre-plant application stage and the correct rate per hectare for the herbicide to be effective and achieve the optimal results.

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



MANAGING UNDER PERFORMANCE

INTERNAL TRAINING BY HR DEPARTMENT

An internal training "Managing Under Performance" have been conducted from April 11 - April 14, 2023 at the FMU 14 Base Camp. The target audience is the Head of Units, Supervisors, Team Leaders and non-executive staff from all departments.

This training aims to:

- Create awareness for all staff to be conscious of the signs of poor performance and how their performance affecting their work, others, and company.
- Assist Head of Department to understand the causes of their underperforming staff through staff feedback during the training.

This training also provides the steps that any Head of Department and staff should know to be able to identify the issues for poor performance, and hopefully provide positive changes in their work performance and communication.



Leadership and learning are indispensable to each other.

John F. Kennedy

Sapulut Forest Reserve's High Conservation Value Areas protecting to preserve biodiversity

by Interns from University Malaysia Sabah
(Mixwell Derianus, Riczuan Richard, Nurul Nabilah binti Othman, Shallysisca Feuna Modius and Nellverawana binti Samuing)

Embarking on an internship with Sapulut in the Sapulut Forest Reserve; a haven of natural wonders and exceptional biodiversity, provides us an opportunity that allowed us to witness firsthand the efforts dedicated to preserving High Conservation Value (HCV) areas.

HCV sites in the Sapulut Forest Reserve



Mineral licks, also referred to as salt licks, support animal survival in resource-limited conditions, draw a variety of wildlife species, enhance nutrient cycling, support animal survival in resource-abundant conditions, encourage ecotourism and conservation awareness, and serve as sites for scientific research. So far, there are only two Salt Licks that we have been to where there is a significant difference between those two.

Salt Lick in Compartment 218(A), the geographical features of this area are surrounded by rock cliffs and situated along the path of the river. The water in the salt licks will always be there, which is an intriguing aspect of the place.

Furthermore, leech habitats exist in many ecological areas, with some leech species living in rocky locations and others living in lowland areas (mud).



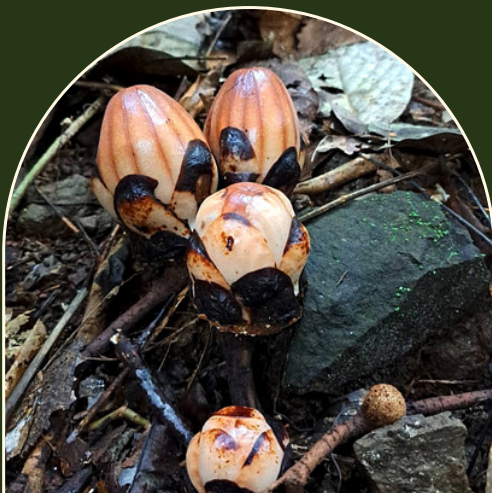
Salt Lick in Compartment 148, the water in that area was bubbling just like a boiling water. However, the water is just an ordinary mineral. This happens because the water coming out of the ground has caused the water in the salt lick area to look like it is bubbling.

The area is the center of various species such as elephants, pangolins and deer as these animal need essential mineral nutrients from salt licks.



Kerangas Forest, also known as Sundalan Heath Forest, is categorized as a tropical moist forest. This kind of forest has a mossy floor, while the types of soil are very poor nutrient, acidic, and sandy soil.

We found a diverse collection of pitcher plants and some endemic species of orchids grow in Kerangas. The trees that grow in this area are mostly shrubs because they only have a maximum height.



Batu Saap located in Compartment 197B are classified as HCV 1 and HCV 3 in order to maintain species variety as well as important forest ecosystems and habitats for species that are specific to different forest types.

For instance, a member of the Rafflesia family (*Rhizanthus Lowii*) is a holoparasite plant that is endemic to Borneo and can be discovered growing near the Batu Saap area.

