

DO ORDINARY THINGS EXTRAORDINARILY WELL

BY NORMAN WONG

In Sapulut, our *modus operandi*, or the way we work, or our unique culture - can be summarised as follows:

$$\text{Modus Operandi} = A + B + C$$

Where:

A is Do ordinary things extraordinarily well (on an individual level);
B is Focus and clear objectives (our leaders, managers, heads of departments and supervisors);
C is Teamwork (everyone, including our field workers, subcontractors, trainers, and coaches).

By adopting this approach, we were able to plant nearly one million trees, with high standards, in 2023.

We wish to thank all those who helped to make this happen.

Those who helped directly:

- Our nursery workers, who ensure we always have quality seedlings to plant - not too young, not too old, just right;
- Our harvesting crew, who provide us with the necessary income, freshness of logs, and space to plant;
- Our crushing and mechanical spreading crew, who by clearing the land of debris and with minimal soil compaction, provides the additional space to remove the hiding spaces for pests and diseases;
- Our spraying team, for applying weedicides, pesticides, and fertilizers - the right type, the right amount and at the right time- to make sure our seedlings can grow up strong and healthy;
- Our lining and planting team, to find the sweet spot to give our seedlings a good start for their growth;
- Our census team, enables us to measure and monitor our planting performance;
- Our maintenance team, to look after the planted seedlings when they are growing up.

Those who helped indirectly:

- Our purchasing department, who helped us to get the right supplies at the right specifications, at the right price and at the right time;
- Our human resource department, looks after our welfare and our most important asset- our teams;
- Our OSH department, looks after our safety and health, and to take care of us when we are not well;
- Our accounts department, who look after our cashflow and funding, so that we can concentrate on our field work and overall strategy;
- Road and equipment team, who ensure we can access our plots and we have reliable transport to go back and forth;
- Our forest protection team, who help us to navigate the complex relationships with the communities, conservation areas, wildlife, fire and increasingly ESG, TLAS, and UN SDGs;
- Our R&D team, who help us to understand and constantly learn new things, and work closely with our planting team to ensure the best practices are always applied in the field;
- Our management information system team, who helps us to communicate with each other and outside, and develop systems and Apps to track our progress;
- Our forest liaison team, who helps us to connect and manage our relationships with the Forestry Department;
- Our building and construction team, who is always busy with building new things, or repairing and maintain old things;
- Our administrators, ensure everything is running smoothly. Your presence is always there, but never seen, and we will feel it when you are not around!

And those who are always there for us:

- Our trainers and coaches, who help us to perform better and encourage us when we need it most;
- Our leaders and managers, who help us to work and perform as a team;
- Our shareholders and investors, who are patient and with us for the long haul. Thank you for your support and understanding.

Each of us in Sapulut is an ordinary individual, but together, we can do extraordinary things.

However, it is not enough to plant a million trees in 2023, and declare ourselves a winner. We must be able to do it consistently, getting better year after year, for the long term - only then we can consider we have done a good job.

Let us look forward to a better 2024, where we can improve and travel further together.

It takes a team to win! Thank you.
Stay safe, stay strong.

SAPULUT SOCIAL FORESTRY CONSULTATIVE COMMITTEE

BY JESSICA SALAPAN

It started with an engagement to a single village and then to a total of 31 villages within the FMU 14 area. Sapulut through the Community Forestry Unit under the Forest Protection Department is committed to its role as a 'Mediator', to deliver information between the company and the community that lives within FMU14 area. Throughout the year, significant changes in community behavior can be seen as we often engage with them, especially when handling any conflicts that arise between Sapulut and the community. Sapulut has faced different challenges in every village that has been visited. It is whether the road to the villages takes a long time to reach plus the bad road conditions that can break your back while traveling. Nevertheless, we managed to reach the villages to meet the community and do the proper engagement as well as to brief them about Sapulut's operation.

Despite all the challenges, we managed to go to 25 villages during the Social Impact Assessment program conducted from April to August 2023 and 6 villages in year 2019. The engagement with the community led us to establish a community committee channel that involves Sapulut, Ketua Kampung, JKKK and FD Tibow representative. This committee was called Sapulut Social Forestry Consultative Committee (SSFCC). SSFCC has organized an annual meeting between Sapulut and all selected villages. Through the channel, all stakeholders will be gathered and any information regarding our operation will be updated during the annual meeting.

The meeting held on 09 Nov 2023 was a success; a total of 48 representatives from 31 villages participated in the meeting that took place at Balai Kebudayaan Kg Sinsingon. Other agencies that joined the meeting were the Land and Survey Department, Wildlife Department and Forestry Department from Tibow.

Sapulut has invited the Wildlife Department to give an awareness talk about the wildlife in Sabah.

There is a quote mentioned by Mr Julius as the Head of Forest Protection Department during the program that reads like this, "don't give a man fish, rather teach him how to fish for himself", this quote somehow related to our department where one of the goals is to plan community programs that will help the surrounding community to develop themselves without relying too much on Sapulut.

The program continued with a briefing session about Sapulut operation and followed by an awareness talk from Keningau Wildlife Department. It is a great experience to participate in this program where we can get some information from related departments such as the Wildlife Department. They have mentioned how the potential of Zoonotic Disease to spread among community through the hunting of wildlife in forest reserve. In addition, they also want us to be aware of any illegal hunting activity seen along the forest reserve and report it immediately to the relevant agencies.

With the help of all departments, we managed to convey the necessary information for the community to understand more about the operation in Sapulut. During the Q & A session, some of the attendees (community) showed their dissatisfaction with Sapulut and to other agencies but all related issues raised by them were successfully answered calmly by our FMU Executive Manager, Mr Teddy Sius. Personally, I felt honored and proud to be a part of Sapulut as all my colleagues are very supportive and I learned a lot from them during the program and will continue to learn from them in the future. This SSFCC program certainly gives the experience, self-confidence and knowledge that can be practiced in daily work.



EXPLORING ALTERNATIVE TIMBER PLANTATIONS PRACTICES: A VISIT TO INNOPRISE PLANTATIONS IN LUASONG

By Matthew Ngui

We recently had the privilege of visiting Innoprise Plantations located in Luasong, a timber plantation company with a unique set of operations and goals. The primary aim of our visit was to gain insights into their operations and understand the source of their mother plant material. Visit was attended by staff from Forest Plantation Department, Forest Resource Department (Research and Development Unit) and FMU Executive Manager.

Planting Laran At Scale

Innoprise Plantations has undertaken the ambitious goal of planting Laran on a significant scale, aiming to achieve few thousand hectares by the year 2026. What sets them apart is their operational scale which affects their operational practices. As their scale is rather small, their approach to planting Laran at wider spacings, notably 8x8 meters, is a departure from the tighter spacing we employ in our operations.



Operational Practices

The company has implemented different operational practices influenced by their smaller scale of planting. For instance, they use black plastic as mulch, a practice in contrast to our use of dead grass and wood debris. This variance highlights the adaptability of practices based on the scale of operations.

Spacing Trials and Fertilizing Regime

Innoprise Plantations has conducted spacing trials for Laran at wider intervals (5x5 meters upwards), showcasing a distinctive approach compared to our own practices. Additionally, we observed their fertilizing regime, which involves the use of rock phosphate and NPK fertilizers during planting, followed by re-fertilization after six months.

Managing Monkey Issues

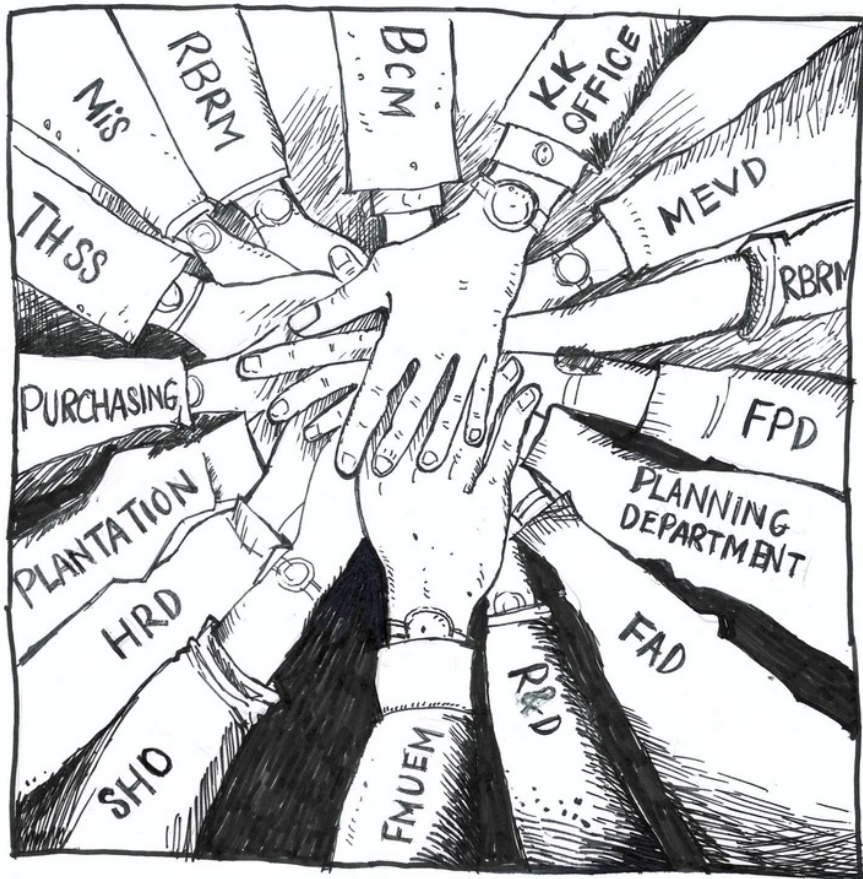
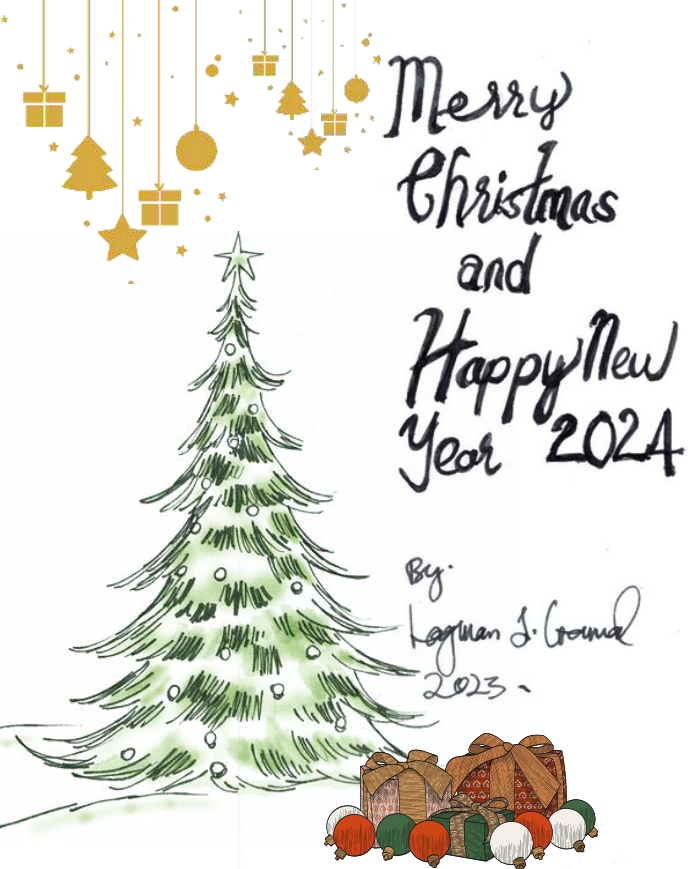
An interesting aspect of their plantation management is the approach to addressing monkey-related issues. Innoprise Plantations clears the perimeter of their plots and allows it to grow wild, creating a natural barrier to prevent monkeys from entering the plantation.



Despite the differences in scale and operational practices, our visit to Innoprise Plantations provided valuable insights. We observed their innovative pest management strategies and learned about their emphasis on maximizing land productivity, even in areas unsuitable for palm oil cultivation.

For instance, in locations where palm oil cannot be planted, Innoprise Plantations strategically opts to cultivate Laran. This adaptive approach to land use underscores the importance of flexibility and innovation in the timber industry.

In conclusion, the visit to Innoprise Plantations was a rich learning experience, offering a glimpse into the diverse strategies employed by timber plantation companies. It reinforces the idea that sustainable practices can vary based on scale and context, and there is much to learn from the innovative approaches of fellow industry players. We would like to extend our gratitude to Mr Joe from Innoprise Plantation for taking time out his schedule to show us around.



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.



Embrace our own Core Purpose and Core Values.

MAKE IT OUR PILLAR TOWARDS OUR FUTURE GOALS FOR OURSELVES AND AS A TEAM AND PROSPER FOR BETTER YEARS.

~ Sapulut Newsletter Team ~

