

# AgroMatters

What matters now, matters for the future

SECOND ISSUE / 2016

**TPB CSR  
Programme Connecting  
Business with the  
Community in  
LOMBOK**

**Food**  
Security Workshop

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## Editor's Note

### ***COPING WITH CHANGE, MOVING FORWARD Old Way - New Way***

First of all, on behalf of the editorial team we would like to thank those who submitted their feedbacks on the first edition of our newsletter. Your feedbacks mean a lot to us and we look forward to more feedbacks, be it negative or positive, which in our view are essential for us to improve on this newsletter specifically and the Corporate Communications team as a whole. Constructive feedback is the essence of continuous improvement and continuous development.

As everyone is aware, the company is in the midst of restructuring. It is a very delicate process in an organization's life, as it affects many people, processes, system, departments and even business model. In life's mathematical equation, change is constant, and infinite. Let us embrace this positive change, and work together as a family unit in bringing this Company to the next level so deserved. Let us not forget, this challenging journey will also help us grow professionally, mentally and emotionally. As the saying goes, "immense pressure turns carbon into diamonds".

**"Feedback is essential to develop performance"**

*We want to hear your stories on anything related to your experience or give us your feedback. Write to us at [corpcom@tpb.com.my](mailto:corpcom@tpb.com.my).*

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# SENIOR Management Meet



The Company organised its inaugural Senior Management Meet on May 12 – 14, 2016 at Pullman Miri, Sarawak, which was participated by the senior management team. 40 personnel were called to the meeting, which was structured as a roundtable discussion. The main objective of the meet was to discuss on and resolve various issues related to operations and administration. The following critical agendas were discussed throughout the three days of meeting:

- Challenges in foreign labour
- Minimum wages in Plantware
- Employee benefits: differences between EMAC and PMAC and segregation of duties between HQ, EMAC and PMAC
- Finalising of accounts every 7th of the month
- Management delegated authority in relation to plantation operations
- Single data source (Plantware/ERP)



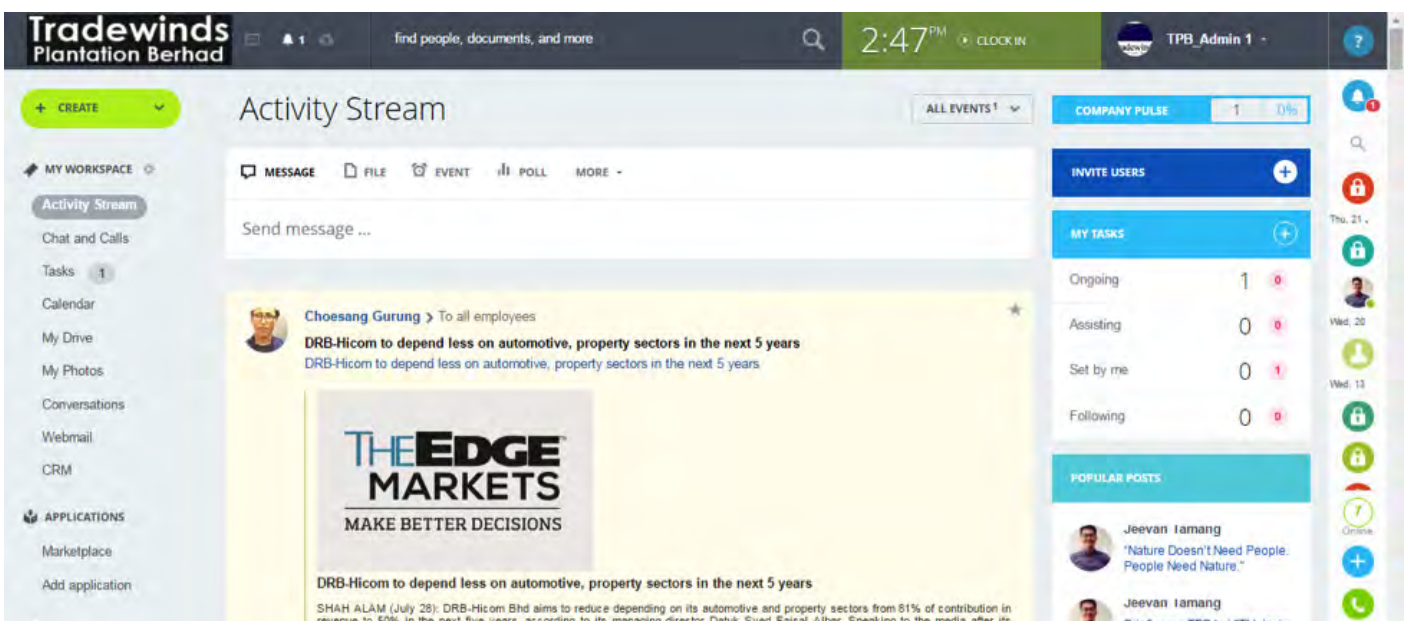
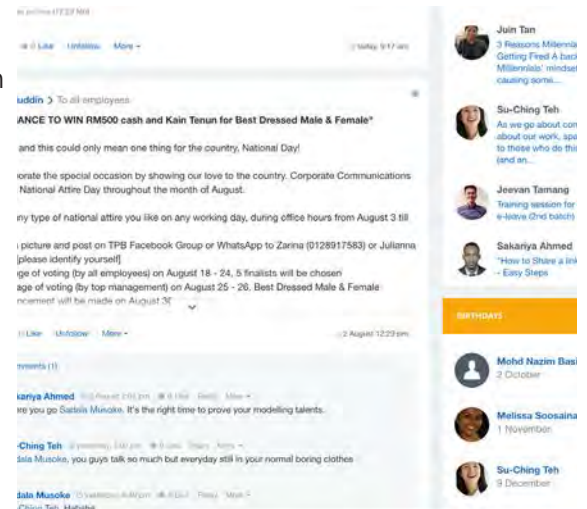
The meet concluded with a number of action plans agreed and established to resolve the various issues that were deliberated throughout the three days of discussions. The meeting was chaired by the Head of CEO's Office, Kamarul Amirudin and our Group Adviser, Kenneth Tan was the moderator.

# TPB Portal

Cloud collaboration platform, an aggressive move towards paperless working environment By Shafick Sadala

We have recently launched a new and user-friendly collaboration platform known as TPB Portal, which runs on a system powered by Bitrix24. Bitrix24 is a complete suite of social collaboration, communication and management tools used worldwide including multi-billion dollar companies like Volkswagen, Xerox and Panasonic.

The portal, being the fast and modern means of communication, is the **the best method to reduce the use of papers and transform business information flow into an electronic course.**



With TPB Portal, you can:

- Collaborate and keep track on progress of projects or tasks using user-friendly and dedicated project tools.
- Create workgroups that allow monitoring ongoing or finished projects, which will be archived.
- Set privacy of workgroups to a preferred limited number of users.
- Share their files and folders with other employees, workgroups or departments.
- Synchronize all files and folders to your computer.
- Access a centralized searchable employee directory to find any employee details through numerous search filters (by position, branch or department).

At the moment, the portal is only available in TPB headquarters to ensure the system's efficiency before it is widely used by all employees and departments. TPB Portal will play an essential role for TPB towards becoming a global leader in integrated agribusiness.





# Road Constructions in Sibul

## SBU Provide Villagers Access to Clinic and School

By Roszaidi Zainal Abidin



Sibu SBU launched two new routes on May 25, 2016 connecting Pelitanah 3 Estate with nearby villages and town. It was constructed following a request from the villagers of Rh Lawai, Nanga Junan and Rh Michael Chabo, Nanga Jelai.

Officiated by then Sibu SBU Vice President Chia Ah Theng (currently General Manager of Plantation Operations East Malaysia), the routes provide villagers the convenience to travel to the closest health clinic and school at Nanga Tamin and Nanga Baoh within a much shorter time. With it also, Pelitanah 3 is now connected to Rh Lawai and Rh Michael Chabo via 1.3-kilometre and 2-kilometre route



respectively. The villagers' main communication link previously was the Batang Oya River that took them roughly four hours to reach the closest town, Stapang.

The routes, among others benefit 1,000 more residents from neighbouring long houses such Rh Langit, Rh Tulu, Rh Iman, Rh Balin and Rh Jingga.

The cost to build the path to Rh Michael Chabo was RM18,380 for road track and geotextile. Sand surfacing and gravelling of the road was done by the local Works Department as part of its Rural Development Program. Meanwhile, the Rh Lawai route costs RM42,400 consisting of 1-kilometre of sand surfacing, 1-kilometre of outlet drain and construction of two new log bridges. All structures were completed by end of April 2016.



***'Taboh' performed by Rh Lawai to welcome the VIPs. The ritual is generally performed to honour the 'petara' (Gods), spirits and ancestors. In other circumstances, it is performed to make a wish or to seek success and peace in the future.***

Guests who also attended the officiating ceremony were Penghulu Ambau, Tuai Rumah Lawai, Johnny Antieng, Tuai Rumah Michael Chabo, the residents of TR Tulu Nanga Baoh, TR Langit, and managers of Pelitanah Groups and Retus. During the opening speech, Chia Ah Theng expressed his hope that the villagers will gain benefit from the newly constructed routes, not only for use of visiting the clinic and going to school, but also to strengthen the relationship between the estate and villagers and providing job opportunities. Penghulu Ambau, representing the communities, voiced out his gratitude towards TPB for the contribution.

# MPOB and SOPPOA's Visit to Ladang Pelitanah 1

By Chia Ah Theng

Ladang Pelitanah 1 received a visit from Malaysian Palm Oil Board (MPOB) and Sarawak Oil Palm Plantation Owners Association (SOPPOA) on May 11. The visit serves as an opportunity to share knowledge and

understanding of fronds desiccations, which trials were conducted later in the day by MPOB in Ladang Pelitanah 1.

As they arrived at Ladang Pelitanah 1 Block 5H at 9.30AM, MPOB's Dr Ramle Moslim briefed on the method of trials that carried out in Ladang Pelitanah 1. The trial block is divided into two sections; the water at Section 1 will be retained at 40 to 50 cm, while the water at Section 2 will be flushed out in stages, to observe the factor of water level in fronds desiccation.

The visit has benefited both parties through transfer of knowledge for a better future in the plantation and research and development as well as participants from other companies such as Ta Ann Plantations Sdn Bhd, Woodman Sdn Bhd and Jaya Tiasa Holdings Bhd.



# Wilmar International Ltd. and Aidenvironment's Visit to Sibul Region

By Chia Ah Theng



On May 18, the Sibul Region received a visit from Asia's leading agribusiness group, Wilmar International Limited & PGEO Marketing Sdn Bhd and Aidenvironment, a value-driven consultancy providing services and research in sustainable production and trade. They visited Retus Palm Oil Mill and Sibul Estates. The visit was focused on mill operation, estate operation

and employee welfare. Wilmar International is looking towards establishing a bilateral relationship with TPB for business partnership and opportunity.

The two-day visit also welcomed the stakeholders to observe the RSPO compliance in the estates under Sibul SBU. Such visit will transpire in the future once the opportunity is open for both parties to engage with each other. Once that is materialised, TPB shall put its operating standards in place to ensure RSPO compliance, as a stakeholder of Wilmar.







# Food

## Security Workshop

## Ensuring food security and sovereignty of our nation

### What is food security?

According to the Food and Agriculture Organisation of the United Nations, food security exists when all people, at all times, have physical, social and economic access to sufficient, safe, and nutritious food, which meets their dietary needs and food preferences for an active and healthy life.



Whereas **food sovereignty** is defined as the rights of peoples and sovereign states to democratically determine their own agricultural and food policies. It is also being described as a platform for rural revitalisation at a global level based on equitable distribution of farmland and water, farmer control over seeds, and productive small-scale supplying consumers with healthy, locally grown food.

The rakyat of Malaysia are considered food

secure when we have adequate access to healthy and nutritious food owned by Malaysia for the people of Malaysia at all times. And achieving food security and sovereignty means the supply and price of food is less affected by external shocks and less prone to fluctuations that cause Malaysians to be unable to secure the food they need at reasonable prices. The rakyat should be able to purchase the food whenever they need. It also means that our farmers and smallholders have the support they need to thrive – a win-win-win situation for all. Our farmers and smallholders earn a living, our consumers have increased supply of fresh, healthy local produce, and the government reduces its food trade deficit.

**PL International and Tradewinds Plantation Berhad** seeks to do our part to ensure the food security and sovereignty of our nation. As Malaysia's food and agribusiness leader, we are well-placed to contribute to the national agenda, which aims to protect and improve the wellbeing of our citizens.

Through National Food Security Workshop that was conducted on August 23 - 25 in Langkawi the purpose is to produce actionable plans in addressing the root causes of food insecurity and foster broad-based, sustainable agricultural and rural growth as well as determining the issues and challenges our country face or may face in the future. The workshop, among others,



will develop concrete steps to address existing concerns as well as prevent any future food crises from befalling us.

The National Food Security Workshop 2016 was attended by Agriculture and Agro-



Based Industry Minister Dato' Sri Ahmad Shabery Cheek, officials from the ministries of Agriculture; Domestic Trade, Co-operatives and Consumerism; Education; Finance; International Trade and Industry; Rural and Regional Development; Department of Agriculture; Department of Veterinary Services; Malaysian Agricultural Research and Development Institute; Farmers Organization Authority; National Farmers Organization. Other guests include our delegates from Thailand and Japan; partners from Universiti Putra Malaysia and private sector compatriots.



### Fast facts

- In 2015, 89% of Malaysia's agricultural land was used for rubber and palm, leaving a mere 11% for agricultural purposes.
- From 2003 to 2015, our imports of food, drink and agrifood commodities grew from RM17.5 billion to RM45.4 billion. Each year, our food trade deficit grows – from RM16.77 billion in 2013 to RM17.01 billion in 2014.
- In 2014, we were consuming 582 million liters of milk but only producing 19.23 million liters. Our 2015 milk self-sufficiency rate was only 13% - evidently, we do not produce enough milk for even half of our consumption needs.
- With negligible local production and self-sufficiency in wheat and corn, our 2015 imports of grain corn totaled RM3.3 billion, making us the second largest corn importer among ASEAN countries.
- In 2014, our import dependency ratio was 76.8% for beef and 87.2% for mutton. This tells us that not only does Malaysia spend significant amounts of money importing meat, but that we are at the mercy of others when it comes to livestock.
- 90% of local wheat production is owned by foreign entities.



# Keeping *Tractors Safe*

By Mohd Faiz Mariman



Over the years, statistic has shown a number of accidents and near misses involving tractors. Many accidents involving tractors are preventable if precautions are taken and safe work procedures followed.

I hope to raise the awareness of every reader in improving tractor safety. If our tractors are safe, a critical hazard is managed. Hence, safety is improved.

## **Identify hazards ad make accidents preventable**

The key to making any accident preventable is by spotting the hazard or commonly known as hazard identification.

With effective control measures after identifying a known hazard, the risk level can be reduced.

## **Common accidents involving tractors**

1. *Trailer overturned*
2. *Driver run over by tractor*
3. *Motorcycle collisions*
4. *Trailer dislodged*

In recent audits, it was found that there are tractors with excellent safety features just as there are tractors without basics. Here is a list of must haves when it come to tractors.

## **Idea**

The most important is by instilling the right safety culture among the drivers. By continuous safety reinforcement, a sense of accountability can be instilled to the drivers.

<p>National Occupation Accident &amp; Fatality Rate 2015 (DOSH)            Accident: per 1,000 workers: <b>2.81</b>            Fatality: per 100,000 workers: <b>4.84</b></p>
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# FIVE Reasons

## Why You Should Recognise Your Peers

Have you been recognised by your own team members for an excellent work you have completed lately? How did you feel after that?

Here are five reasons why you should seriously consider peer-to-peer recognition in your organisation.

Source  
leaderonomics.com



### What's that?

Peer-to-peer (P2P) recognition is the genuine expressions of appreciation exchanged between co-workers. It can be done through paper-based (personal notes, bulletin boards) or electronic medium (group chats, email blasts).

### Why?

Your team members often have a better understanding of your contribution (your skill, time and effort) since they interact more frequently and personally with you. It empowers every team member to be involved in the communication process.



The deepest human need is the need to be appreciated.

– William James  
Psychologist

### Facts and Stats



**41%** of companies that use P2P recognition have seen marked positive increases in customer satisfaction.



P2P is **35.7%** more likely to have a positive impact on financial results than manager-only recognition.

### Reap Its Benefits



1 Positive culture of building each other up.



2 Strengthens relationships and camaraderie.



3 Good business practice to drive productivity.



4 People are more likely to stay with the company.



5 Creates a repository of stories of rich legacy and corporate identity.

# Recreational Activities

## Your 30 Minutes is Someone's Lifetime

TPB Headquarter organised their first blood donation drive on May 6, 2016 in collaboration with the National Blood Bank to encourage all headquarter employees of Tradewinds Plantation, MARDEC and Albukhary Foundation donate their blood for the greater good. The one-day event received positive turnout of over two dozens of people. All equipment was set up in the Multipurpose Room.

Two weeks prior to the main event, Corporate Communications launched an awareness campaign where series of emails were sent on alternate days to educate the employees on the importance of donating blood e.g. eligibility of donors, dos and don'ts before and after donation, its health benefits and special medical treatment at the government hospital for being a frequent donor.

Donating blood is not as scary as it seems. On average, the process took only 30 minutes; to some it took less. The process is easy: register, blood test, checking blood pressure, data entry, donate, and have a snack!

Did you know that every pint of blood donated could save up to three lives? And also did you know that blood banks only store freshly donated blood for up to six weeks before it is considered out-dated and thrown away? If patients receive "older" blood, they will likely suffer infection of the bloodstream, respiratory stream, heart valves and other organs.

That is why it is imperative to stay healthy so you can donate your blood more frequently. Four times in a year to be exact, as men can give blood every three months and women can give blood every four months.

So the next time there's a blood drive event near you, take part and save lives! Don't worry, it won't even cost you a dime.





# TPB HQ

# BOWLING TOURNAMENT

For the first time ever, TPB Headquarter hosted a bowling tournament with participation from staff of TPB HQ, Mardec HQ and Albukhary Foundation of Kuala Lumpur Office. It was held on May 8, 2016 at Wangsa Walk Mall, Wangsa Maju, Kuala Lumpur.

More than 40 bowlers participated in the tournament, which were divided into individual and team category. Thank you all who were so supportive of the event and probably we can make this into an annual occasion!

### Individual Male

Champion: Mohammad Faiz Mariman, PMAC's Safety and Health Office  
 1st runner up: Mohd Khairil Ismail, Engineering  
 2nd runner up: Khairil Hafiz, Mardec HQ Information & Technology

### Individual Female

Champion: Julianna Jalaluddin, Corporate Communications  
 1st runner up: Ety Norazila, Engineering  
 2nd runner up: Zabidah Othman, Project & Contract Management



**Team  
Champion: Brother**



**1st runner up:  
Tak Terer Pon**



**2nd runner up:  
Big Bad Wolves**







**TPB WOMEN  
NETBALL  
TEAM WINS  
TWM GROUP  
FIESTA**

# TWM Group Fiesta



Congratulations to TPB Netball Team for winning the TWM Group Fiesta! The victory was a fantastic team effort from a highly motivated and dedicated group of girls from the departments of Corporate Communications, PL Commodities, CEO's office, Finance, and Business Planning who have done themselves, their colleagues and HQ proud.

Scoring wins were courtesy of accurate shooting



from Rafidah Mustapah, Noor Amy Ismail, Robyn and Nurul Jannah.

Meanwhile, TPB men's team participated in the



football tournament and came in 4th place. Defending champion BERNAS retained the trophy after defeating MARDEC in the final.

The 2nd Annual TWM Group Fiesta was organised by MARDEC Berhad at MARDEC office in Jalan Kerja Ayer Lama, Ampang on May 28, 2016 with participations from TPB, CSR, BERNAS and MARDEC.





# One on One with Valentine AK Medan By Julianna J



**“Successful superior-subordinate relationships require mutual respect.”**

Valentine AK Medan is the Estate Manager of Pelitanah 1 in Sibul, Sarawak. He has been employed with Tradewinds Plantation Berhad for 16 years. His career started in 2000 as a management trainee in Ladang Trusan, Lawas.

## **What motivates you to stay with the company till this day?**

I have always been interested with the kind of work related to plantation since I was a little boy. And I believe Tradewinds, as an oil palm plantation company, has a very promising future.

## **Which part do you like most about your job?**

I would have to say during the peak crop season where we had to clear out loads of fruit bunches and send them to the factory. My team and I would be working till past midnight. But it is not as bad as it sounds. That kind of moment gives me the satisfaction when we achieve the

production targets.

## **What has been the greatest challenge you have faced?**

Waking up at 2 or 3 in the morning to prep my children for school (laughed jokingly).

## **How would you describe your relationship with your team?**

Like any other supervisors, I have a team of staff working with me. Although the supervisor-subordinate relationship can be complex, I believe it is filled with many opportunities for both to make the relationship meaningful and productive. We work in a very competitive environment. As such, it is very important that superiors should always be able to build positive relationships with all employees, in which without both the organisation will suffer immensely. Karma works both ways – if you do not respect your staff, how can they respect you? There was several times where my staff knocked on my door during wee hour in the morning asking for help. One of their co-workers had fallen ill and there is no other way but to send him to the clinic immediately. And so without waiting any longer, I brought them to the city for treatment. At that moment, I thought to myself, who else is going to help them if not me? In the estate, they are the ones who have been helping me with the production.

## **What would be your advice to young and energetic graduates who are about to venture into a career, particularly in the plantation industry?**

When we were kids, if people ask what would you want to be when you grow up, no one child would say their ambition is to be a planter. But if anyone happens to land a job in such career, I would advice them to try their best to develop interest about the plantation industry. The environment of working in the plantation is very much different than the office. You cannot be too calculative about the salary you earn. You have to work your way up steadily and patiently. Take your time to learn about



Valentine Medan is standing third from right



the simple processes like manuring, pruning and harvesting. Things like these don't take a year or two to master. It is similar like going to school; the teachers have to be patient in guiding the students while the students have to be persistent in their lessons. Another thing is passion and purpose, the ones that help keep your motivation in check.

Chronology of Valentine's career in TPB:

1999	Management Trainee at Ladang Trusan, Lawas
2000	First Year Cadet at Ladang Trusan, Lawas
2001	Second Year Cadet at Ladang Trusan Lawas
2002	Junior Assistant Manager at Ladang Tinabau, Sabah
2005	Junior Assistant Manager at Ladang Setuan, Bintulu
2006	Senior Assistant Manager at Ladang Sg Klad, Miri
2008	Acting Manager at Ladang Petian, Mukah
2009	Estate Manager at Ladang Petian, Mukah
2013	Estate Manager at Ladang Lingga, Betong
2014	Estate Manager at Ladang Pelitanah 4, Sibul
Currently	Estate Manager at Ladang Pelitanah 1, Sibul

Background

Hobby as a kid	Fishing and river swimming
Birth date & place	December 16, 1972 in Sibul, Sarawak
Highest Education	STPM in Sekolah Menengah Kebangsaan Simanggang, Sri Aman
Siblings Children	The third child out of six Three children – 13-year-old son, 10-year-old girl, and 4-year-old girl





# Why is Oil Palm Important?

**Palm oil accounts for 35% of the world's vegetable oil market and there's a very good reason why.**

## ***Efficiency***

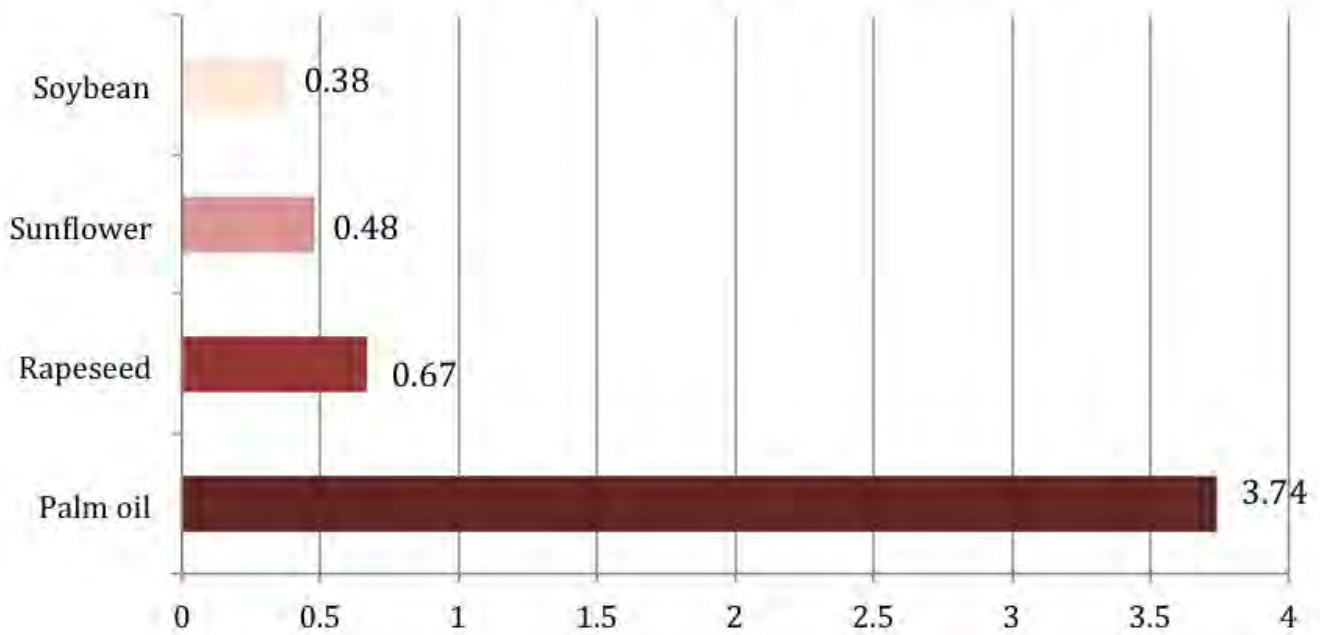
Harvested oil year round, oil palm trees produce an average of 10 tonnes of fruit per hectare – far more than soya, rapeseed and sunflower crops. This means oil palm requires 10 times less land than the other three major oil producing crops, soya, rapeseed and sunflower.

In addition to the 3.74 tonnes of palm oil per hectare, 0.4 tonnes of palm kernel oil and 0.4 tonnes of palm kernel expeller or cake are also produced from the fresh fruit bunches or FFB.

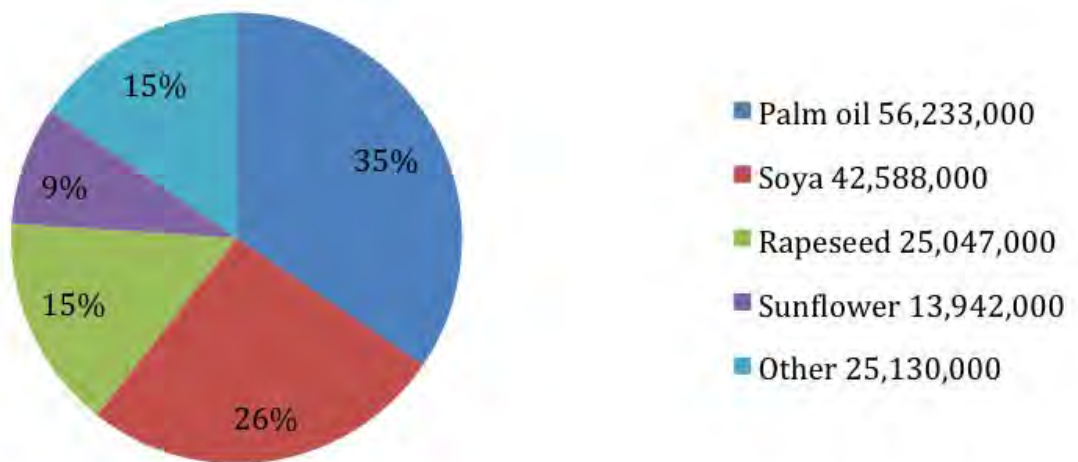
Palm kernel expeller is used extensively in the energy and animal feed sector. Palm kernel oil is a widely used ingredient in the personal care market.



## Vegetable Oil Yields Per Ha Per Year



## Vegetable Oil Production 2013 - Tonnes



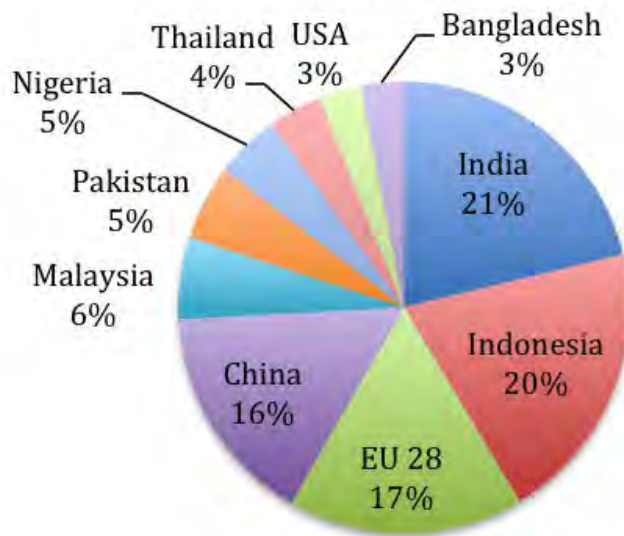
Palm oil demand continues to grow because it is the most versatile of all the vegetable oils. This is because palm oil can be processed and blended to form a wide range of products with different melting points, consistencies and characteristics.



# Top 10 Palm Oil Consuming Nations 2013

A total of 57 million tonnes of palm oil was consumed in 2013. The top 10 consuming nations accounted for 37.48 million tonnes, 66% of global consumption.

## Top 10 Palm Oil Consuming Nations 2013



1. India: 8.3 million tonnes of palm oil
2. Indonesia: 7.9 million tonnes of palm oil
3. EU 28: 6.6 million tonnes of palm oil
4. China: 6.2 million tonnes of palm oil
5. **Malaysia: 2.3 million tonnes of palm oil**
6. Pakistan: 2.1 million tonnes of palm oil
7. Nigeria: 1.8 million tonnes of palm oil
8. Thailand: 1.5 million tonnes of palm oil
9. Bangladesh: 1.2 million tonnes of palm oil
10. USA: 1.2 million tonnes of palm oil

Source: <http://greenpalm.org>





## TPB Strengthens its CSR Programme – **Connecting Business with the Community at Large**

**LOMBOK**, Tradewinds Plantation Berhad is known to be one of the largest companies in the industry of oil palm and rubber plantation. With 77 estates all over Malaysia and a land bank of approximately 160,000 hectares, conducting business is more than just about dollars and cents. It is also about taking care of the stakeholders that include the workers. TPB's objective for this CSR programme is very simple; to connect three major points – the profit that the company generates, contributing to the society and create employment while looking into social needs of the workers that the company engage.

In realising this, TPB organised visits to three Islamic schools (pesantren) in Lombok on September 29 till October 1, 2016 to forward a contribution to each of the schools. Upon receiving positive support and collaboration with the local government, the company made its contribution to Pesantren al Kamal Nahdlatul Wathan in Lombok Barat, Pesantren Darul Kamal in Kembang Kerang and Pesantren Nahdlatul Wathan in Pancor for an accumulated amount of RM50,000.

The programme was launched by Deputy Governor of West Nusa Tenggara Bapak Muhammad Amin. He was also joined by the Malaysian Ambassador to Indonesia Dato' Seri Zahrain Mohamed Hashim, Parliament representative DPR Tuan Guru Haji Mahaly Fikri, Lombok Assemblyman Haji Muhammad Nur Said Kasdiono, and Tradewinds Plantation Berhad Senior General Manager Charles Chow Kok Cheng.

"The key component of this contribution will strengthen our relationship with the workers and their families. Being away from families to earn a living is never easy for any individual. Hence, this is why TPB is always emphasising on improving the quality of life of our employees, being one of the company missions since the beginning," added Charles Chow Kok Cheng, Senior General Manager of Tradewinds Plantation Berhad during his visit to Lombok.



TPB CSR Programme in Lombok is only the beginning of many other possibilities. In fact, we are looking forward to create more employment opportunities due to our long history with good, reliable workers from Lombok. Being one of the largest companies in the industry, TPB has over 15-thousand workers of which the biggest source of labour force is Indonesia. And a sizeable number of them are of Lombok residents.



# Palm Oil - Another **Golden Opportunity** For The **Golden Crop**

By Ng Khen Wah

Oil palm plantation is one of the main drivers in increasing profits for the plantation industry. Many would quickly jump onto the bandwagon to invest in oil palm plantations, not locally, but off-shores in a neighbouring country as the cost of running a plantation locally is getting more expensive together with the problem of labour shortage.

While Malaysia is the No. 2 exporter of palm oil in the world, we cannot similarly claim to be the most efficient producer in terms of productivity as we have thus far achieved only 55 to 60 per cent of the targeted 8 tonnes of palm oil per hectare. This is an embarrassment to the Planting Industry. We have been in the business long enough and are matured to publish a book on "Malaysian Palm Oil – A Success Story". This story has been a success thus far as it has brought much progress to our nation. Such a status is, however, questionable in the future as we have yield-stagnation for such a long time coupled with ever-rising costs.

There are many "whys" that needs to be answered by the planting fraternity on our yield-stagnation. The best persons to provide the answers, in my humble opinion, would be the estate manager and the chief executive officer. The estate manager is the implementer of the daily field operations to achieve the best yields and the chief executive officer is the policy-maker to provide guidance and support to the Estate Manager. Researchers and others like head office personnel, nevertheless, play a very important supporting role.

Together, the aim would be for the estate manager to produce the highest number of bunches with complete and timely harvesting and dispatch to the oil mill for processing.

All business operations particularly so in this labour-intensive industry can be reduced to oft-mentioned three words: People, profit and planet. Unless you have the right people with good track records to form a good team, you cannot do much with the other two. The essence

of good and effective management is getting the ideas out of the heads of bosses into the heads of labour to develop an effective team to produce the desired results. An organisation needs the employees as much as the employees need the organisation.

There is also another big question on "why expand when we have not managed and tapped the full potential of land productivity on our existing plantations within our shores?" We have the experience, expertise, books, knowledge



from articles, conference proceedings written by senior planters and researchers who have come and gone and present and existing planting materials capable of producing 40 tonnes of fresh fruit bunches or more and yet, we still have yield stagnation. When we do replanting on our existing land, we must accommodate nature, be it soil, weather, terrain and etc. and add value to it with the experience gained to prepare it for planting and operational purposes to achieve the best yields.

Basically, we, being in the industry for so long, know what needs to be done to close the gap, i.e., managing our human resources to bring out their best to excel in whatever they do to achieve the desired result by putting in the

good management practices (GMPs) and good agricultural practices (GAPs).

This is easier said than done but the important point is we can get it done and we must, if we want to sustain our business on our existing land within our shores for many years to come. Is this not what we lived for? If we do not make this desired delivery while we are still on our feet, then we have wasted our time as earthlings when we depart. We do not want to end up knowing what to do and not doing it right. This is equivalent to not knowing at all! In such a case, we are worse off than those who do not know. Ultimately, our wisdom in managing this established business would be questioned.

The essence of good management is the ability to influence ordinary people to produce extraordinary results. As the saying goes, 'You cannot spell S-CCESS without U (your involvement and action to deliver)'. Otherwise, this success story is another NATO (no action, talk only) because enough has been said. Your actions today will determine your achievements tomorrow.

Why is it difficult to recruit good young graduates to join the Planting Industry? Do not provide a job but a career with the right package to attract young graduates to come in and stay. With so many other jobs available in the market, it is definitely very competitive to recruit the right candidates with the right discipline due to limited choices. With the estate environment (away from the good roads and bright lights in towns and cities), it is more difficult to attract young graduates. Once they are in, provide them a structured training program as practiced in some organisations to give them a right start. They should be fully introduced to the planting culture and on what to expect to enable them to settle in fast without any second thoughts to abscond. Many organisations simply dump the young recruits straight into the estate (battleground) with a manager who may not be a trainer or has a bad track record. It pays to train, as it is easier to do a job right the first time than to explain why you didn't.

The most priceless asset of a planter is "experience". Every year he becomes a better exponent of his trade provided he takes an

interest to learn with time. With the shortage of planters presently, the best strategy in coping with this, is to keep experienced planters with good track records. This applies to all levels of employees too. Their experience will be required to train and guide the young recruits who will become the future strong pillars of the industry and the nation.

There seems to be a strong pull factor from a neighbouring country to attract our experienced planters to work there. Our loss is somebody's gain. Why do they want to leave? For some, it could be money but for many it could be unhappiness. Ask many a planter of his opinion for working off-shores, i.e., would they like to be away from their families and loved ones for a long period of time, travel by speedboat and on bad roads, spend so much time on non-technical issues and etc.? Many would say that, if given the choice, it is nothing like working within our shores. As a reminder to those aspiring to work off-shores, "although the turf is greener on the other side, it can be as or more difficult to cut". The decision is yours.

We must seriously look into establishing a Malaysian brand of planters and millers who are high achievers and second to none. Malaysia, being the No. 2 exporter of palm oil in the world and well ahead of the rest of the world in research and technology in managing plantations and processing, should seize this opportunity to do the branding. If not, all may be lost. One day, we may have to import planters or millers.

Hal F Roserbluth said, "Happiness in the workplace is a strategic advantage. Service comes from the heart. Employees who feel cared for will care more". As snippet, no job is interesting unless you take an interest. The best aspect of a job in the planting industry is, **ONE IS PAID TO KEEP FIT.**



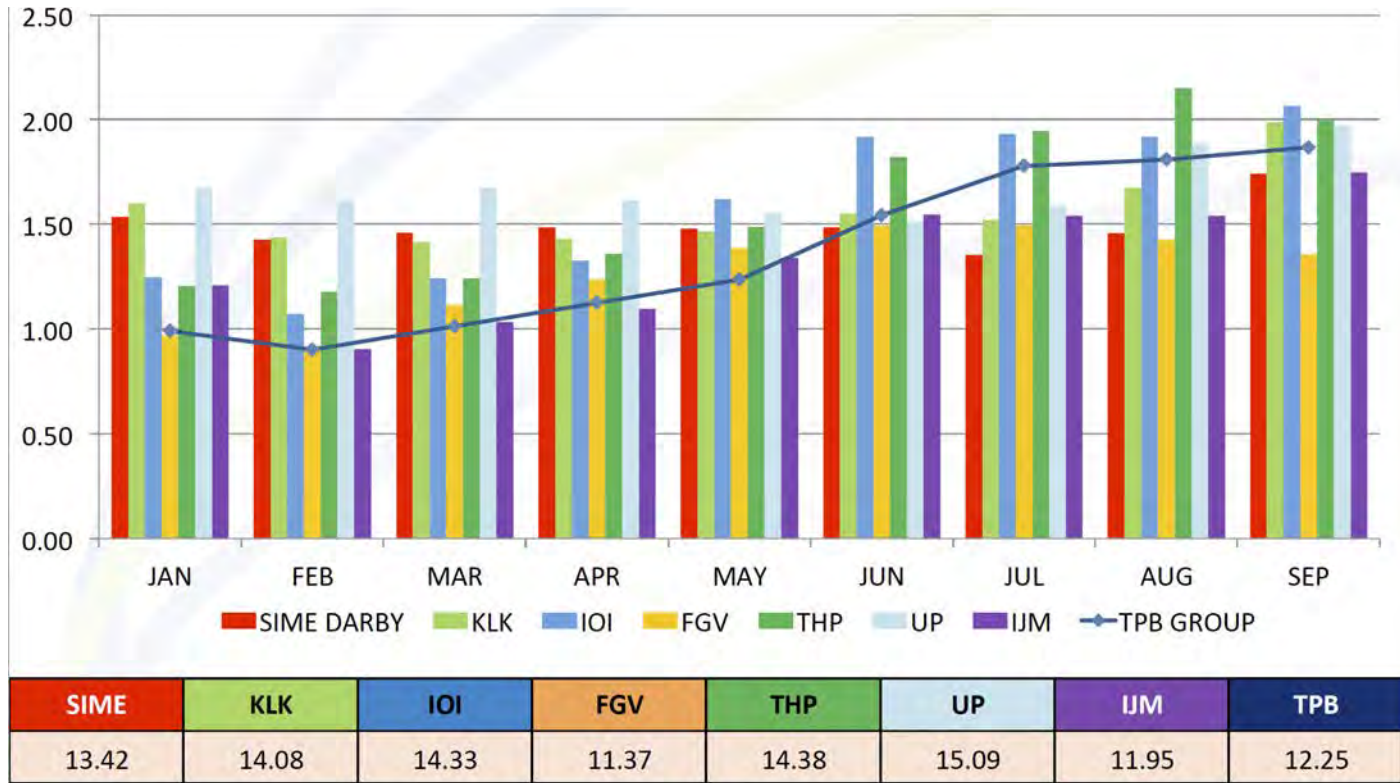
**Ng Khen Wah was one of the members in TPB's Task Force from December 2014 till July 2016. He started his planting career in 1970 as an Estate Assistant after a stint of 3 years of active service as a lieutenant in the Malaysian Army. He has managed the 3 major crops, rubber, cocoa and oil palm with 47 years of service in the Planting Industry. During the tenure, he was also nominated to be an in-house trainer/facilitator in a big plantation company on General Estate Management and New Planting and Replanting on Inland Soils. The views expressed are entirely the author's own.**



# TPB at a Glance



## TPB OP Yield Performance vs Other Malaysian Players (mt/ha)

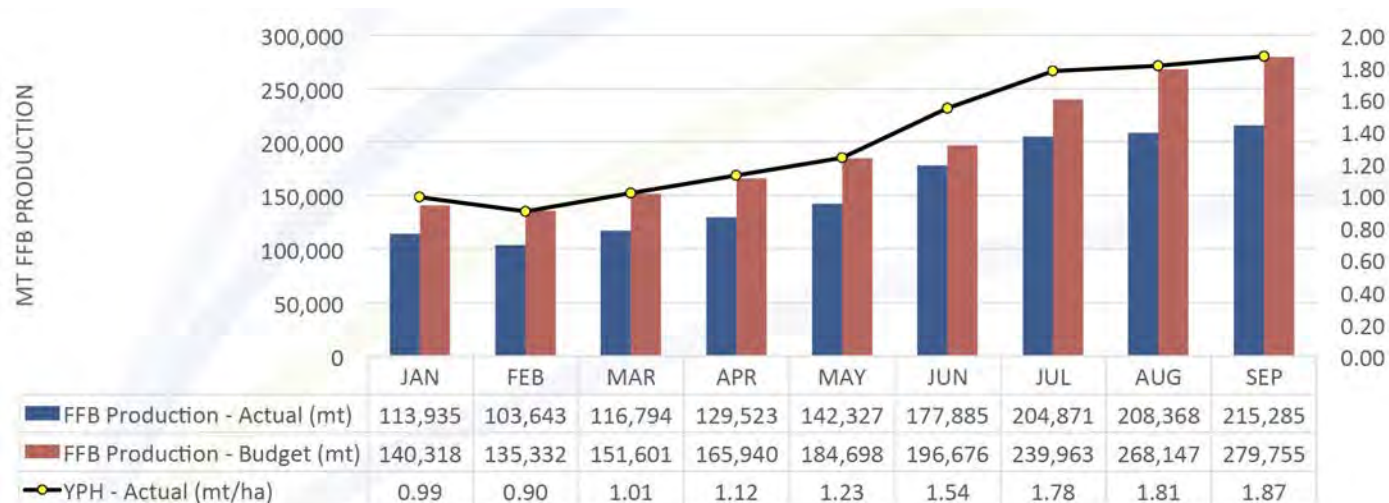


## MoM TPB Group Yield Performance 2013 - 2016





## TPB OP Performance 2016

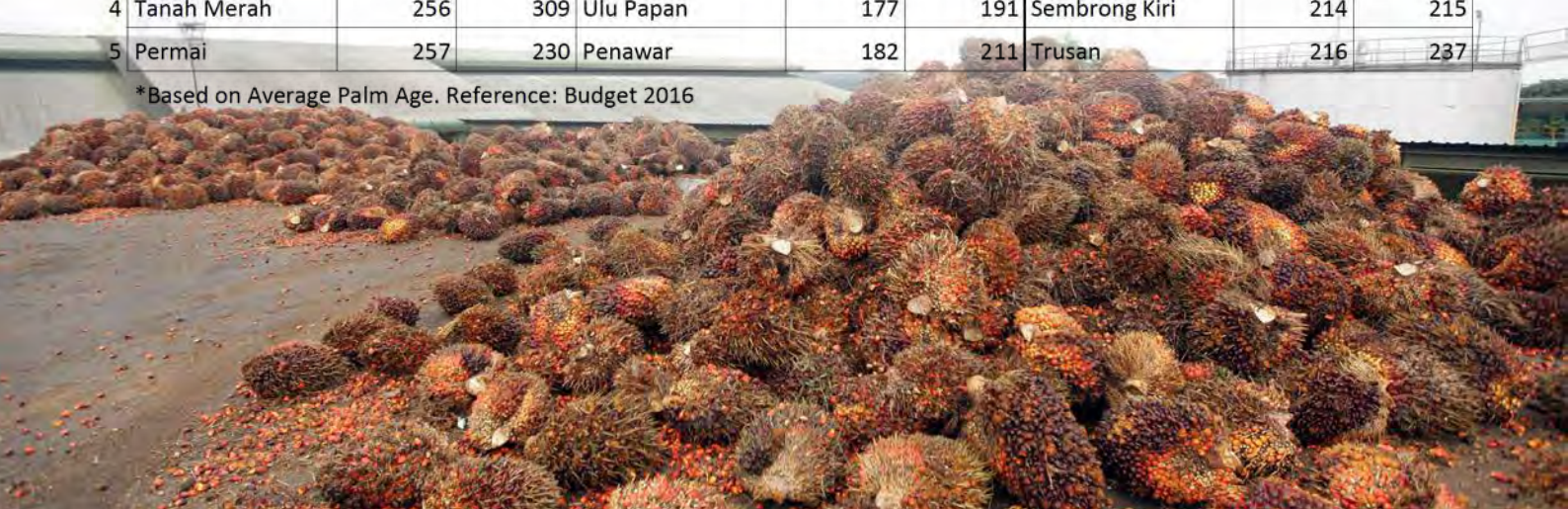


EAST MALAYSIA			PENINSULAR MALAYSIA			TPB GROUP		
YTD SEP 2016	mt	mt/ha	YTD SEP 2016	mt	mt/ha	YTD SEP 2016	mt	mt/ha
MATURE AREA	78,806		MATURE AREA	36,481		MATURE AREA	115,287	
MATURE	984,024	12.49	MATURE	428,606	11.75	MATURE	1,412,630	12.25
YTD BUDGET	1,161,959	14.74	YTD BUDGET	600,470	16.46	YTD BUDGET	1,762,429	15.29
VAR. (UNIT)	-177,935	-2.26	VAR. (UNIT)	-171,864	-4.71	VAR. (UNIT)	-349,799	-3.03
VAR. (%)	-15.31	-15.31	VAR. (%)	-28.62	-28.62	VAR. (%)	-19.85	-19.85
YTD FORECAST	1,066,472	13.53	YTD FORECAST	455,359	12.48	YTD FORECAST	1,521,831	13.20
VAR. (UNIT)	-82,448	-1.05	VAR. (UNIT)	-26,753	-0.73	VAR. (UNIT)	-109,201	-0.95
VAR. (%)	-7.73	-7.73	VAR. (%)	-5.88	-5.88	VAR. (%)	-7.18	-7.18

TOP 5 - YPH (MT/HA YTD SEPTEMBER 2016)								
YOUNG MATURE	YPH		PRIME	YPH		OLD	YPH	
	ACTUAL	BUDGET		ACTUAL	BUDGET		ACTUAL	BUDGET
1 Permai	14.17	12.97	Rantau	19.04	18.43	Batu Putih	16.47	16.81
2 Lingga	13.75	16.21	Tg. Payung	18.95	22.50	Agromaju	16.00	19.56
3 Cherul	13.66	17.84	Kuala Suai	18.18	20.58	Sg. Klad	15.43	11.18
4 Sg. Lebak	12.73	17.05	Tg. Alan 1	18.06	19.30	SIP	15.06	17.89
5 Tg. Melano	12.49	14.33	Retus	15.72	17.74	Sembrong Kiri	14.97	21.46

TOP 5 - COP (RM/MT; YTD SEPTEMBER 2016)								
YOUNG MATURE	COP		PRIME	COP		OLD	COP	
	ACTUAL	BUDGET		ACTUAL	BUDGET		ACTUAL	BUDGET
1 Sg. Kachur	178	197	Ulu Sebol A	141	190	Agromaju	177	185
2 Cherul	225	214	Windsor	166	N/A	Batu Putih	185	200
3 Sg. Ahning	248	284	Sisek	175	183	lbok	201	230
4 Tanah Merah	256	309	Ulu Papan	177	191	Sembrong Kiri	214	215
5 Permai	257	230	Penawar	182	211	Trusan	216	237

\*Based on Average Palm Age. Reference: Budget 2016





# In Celebration of National Day 2016

## MALAYSIAN TRADITIONAL COSTUMES, A GRACIOUS TAPESTRY

From a classic batik to a plethora of unique tribal costumes, Malaysia's traditional clothes are certainly elegant and colourful. The variety of beautiful patterns and diversity in style and design can be seen throughout the nation.

In TPB, we encouraged our employees to put on their favourite traditional clothes during any working day in August in commemorating our 2016 National Day. This is our move to promote the spirit of multi-ethnicity.

The campaign was organised on August 3 till 17 where all employees were invited to participate by wearing any type of traditional costume and post their picture to the organiser. We received remarkable support from 41 participants in total.

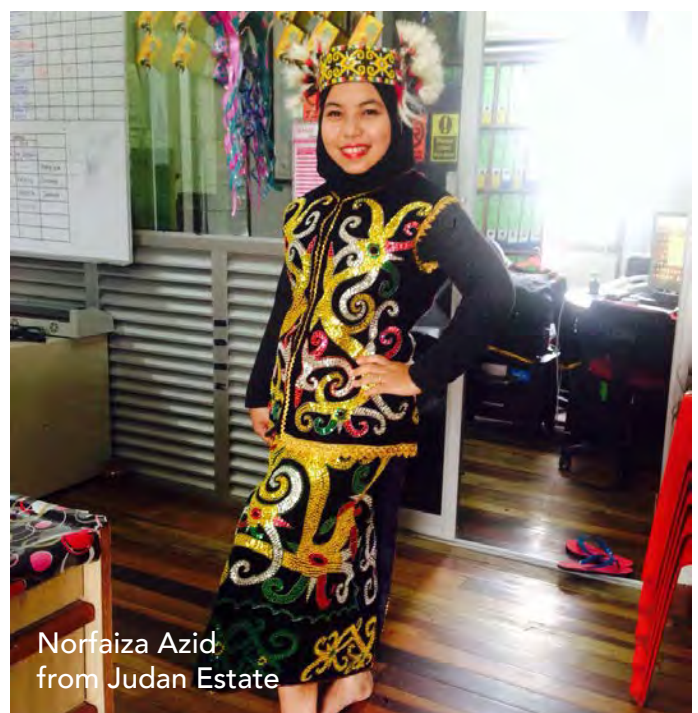
**Congratulations** to Mohd Azlan Yusuf from Permai Estate for Best Dressed Male! Mohd Azlan looked dashing in blue baju melayu and pairing it with sampin of Sabah flag. But most importantly is the Phua Chu Kang boots that pops the overall look.

Best Dressed Female goes to Norfaiza Azid from Judan Estate! Her vibrant yet classic look was complemented in a full set Kayan costume.

The Best Dressed Male and Female each walked away with RM500 cash prize and a pair of kain tenun.



Mohd Azlan Yusuf  
from Permai Estate



Norfaiza Azid  
from Judan Estate



# NASI LEMAK

## Competition



Winner



2nd place



3rd place

### Congratulations to Jemoreng Estate!

Nasi lemak has got to be at the very top of the list for good, hearty breakfast of any Malaysian or anyone who has lived here for that matter. Not only is it good to fuel our mornings, but also this hot and spicy dish is wallet-friendly (sort of) and it has been the signature meal since forever.

In Malaysia, generally any time is a good time for nasi lemak especially when you can add on ayam goreng, sambal udang, or even sambal kerang! Nyummm...

Since nasi lemak is so accustomed as the supremely delicious Malaysian dish, we decided to organise a contest for the Most Creative Decoration of Nasi Lemak and invited all estates to join. It was a simple yet fun way to get the workers and staff in each estate to mingle through a common interest that is nasi lemak.

- Winner**      **Jemoreng Estate**
- 2nd place**    **Jelai Estate**
- 3rd place**    **Binu Estate**

We would like to dedicate this contest as our celebration of the 2016 National Day. Congratulations to the winner!





## **Limestone outcrops at Sg Bayu Estate**

Limestone is a sedimentary rock consisting mainly of the mineral calcite (calcium carbonate or  $\text{CaCO}_3$ ) and also dolomite (calcium magnesium carbonate or  $\text{CaMgCO}_3$ ). Over time, limestone undergo metamorphosis to turn into marble. The photo shows limestone outcrops at our Sg Bayu Estate in Kelantan with the majestic spread of precipitous, characteristically steep-sided sub-vertical to overhanging cliffs as well as extensive bedrock formations.



## **Brazil Nut Tree at New Paloh Estate**

The stately stand of these decades old *Bertholletia excelsa* tower over the estate office of New Paloh Estate. A sight to behold, synonymous with the setting from the pages of the mystical Hans Christian Andersen's fairy tales. The edible brazil nut tree are well sought after and at a pricy offering too. Breaking up the fruit demands some botanical intelligence due to the ultra-hard outer woody epidermal covering of the seed pod. A small void at the base holds the secret. Reaching the seeds would be an adventure to many. Do give it a try!



## **Red Helen Butterfly at Relai North Office**

An unannounced visit of the breathtaking swallow tail butterfly, *Papilio helenus helenus*, attracted by the fluffy flowery scent of the inflorescence of *Syzygium aquem*, Jambu Air of Relai North office.



# AgroMatters

What matters now, matters for the future

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