

AgroMatters

What matters now, matters in the future

4th Issue, January - April 2018

Read me, don't abduct me!

Enlivening Academic Achievements for East Malaysia Students



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Location: Batu Putih Estate, Sabah

EDITOR'S NOTE



From Good to Great and Lasting!

How time elapses. At a glimpse, we are in the midst of 2018 with hastened savour.

Much have taken place since. The recent Management Meet saw TPBians charged with beliefs in taking challenges with new possibilities, passion, heightened sense of urgency and assured consistency. Two values are worthy of special emphasis here: Meritocracy and Integrity. TPBians must subscribe to them relentlessly if we are deemed A-rated.

Meritocracy remains the mainstay of our management principles in which the talented are chosen and strived ahead on the basis of their achievement. In short, a system based on performance, measured through objective assessment or demonstrated achievement and summarily, defined as goodness worthy of praise or reward.

Integrity continues to be the façade of our core values. It is the cornerstone of leadership, the importance: more now than ever. Integrity exudes significant impact on the long-term success and sustainability of TPB's business.

2018 and the years ahead would see greater challenges

in the making of escalating costs, volatile CPO prices, acute labour shortages, large replanting needs, yield stagnation, prolonged inclement weather, intense competition from oil seeds producers, non-tariff barriers and unfair anti-palm oil lobbying. Insights into the challenges facing palm oil are provided on page 18.

As we take the bull by its horns in managing the challenges ahead let's wholeheartedly and committedly, weigh all possibilities in delivering results of measurable impact.

Time is of essence. Let us deliver and make the difference in creating **TPB from Good to Great and Lasting!**

To all Muslim colleagues **Selamat Berpuasa** and a Very Happy and Blessed Hari Raya Puasa 2018. **Selamat Hari Raya, Maaf Zahir dan Batin.**

Charles Chow

QUICK RECAP

Togetherness Plan for Bonding, Huddle Up on a Casual Friday and Celebration of Birthdays



Ushering in the new year, the headquarters decided to launch one of the many interesting activities for 2018 that is 'The Huddle'.

The employees' engagement initiative kicked off in January, graced by CEO Dato' Dr Thomas Ong, when it also coincides with HQ's monthly 'Casual Friday'.

These two programmes are brought together to encourage employees to wind down on every last Friday of the month as they gather to celebrate birthdays of the month and step away from everyday formal office attire by dressing up casually.

An array of comfort food is served during the afternoon gathering and the karaoke machine is made available for all staff to let out their talent.



Batu Putih POM Claims 3rd Place in DoE Futsal Cup



Futsal team of Batu Putih POM won third place in a futsal match last November as they scored 4-1 against Ladang Segama of Hap Seng Plantation. The tournament was organised by Sandakan Department of Environment to foster the spirit of sportsmanship and healthy lifestyle. The Batu Putih team walked away with RM1,000 cash, a trophy, and medals.



Aesthetically pleasing and culturally meaningful landscape at Permai Estate.

IPD Lawas Preps SBU Lawas Police for Potential Threats

30 auxiliary police from Intan, Merapok, and Trusan Estate including Trusan Palm Oil Mill participated in a safety training programme organised by SBU Lawas in March.



The programme was conducted for the first time with the help of Lawas District Police Headquarters that consisted of two parts: drill training and briefing on crime prevention.

It aimed at preparing the officers to deal with potential threats.



Celebrating Chinese New Year & February Birthdays



In the spirit of merriment, more than 200 TPB staff and representatives from the Albukhary Group of Companies came together at the HQ office in February to celebrate the Chinese New Year, Year of the Dog. The feast kicked off with the tossing of Yee Sang, led by CEO Dato' Dr Thomas Ong. Also in the line-up was the celebration of February birthdays of HQ staff including our very own SGM Charles Chow.

'March'ing in with B&W Stripes



When the headquarters kicked off the first month of Casual Friday, the theme was the colour blue to represent the official colour of TPB. As for March, the black and white stripes theme was adopted to play the part to the scorching weather.



According to a research, zebras have stripes because it could help reduce their body temperature by 3 degree Celsius. Hence, it was a matter of testing the theory.

How Owl Boxes Help Eliminate Rat Problem



Tyto owlet, a recently hatched bird that has not yet developed its full mature plumage.

Peninsular's southern region is looking into the implementation of biological and eco-friendly method to eliminate rat population in their estates via the use of Barn Owl Box (BOB). Barn Owl Venture (BOV) Sdn Bhd introduced the method during a training conducted at Sisek Estate in March involving participation of all managers, assistant managers, and field staff. The ratio of BOB to hectare is 1:10.

Tyto is a genus of birds consisting of true barn owls, grass owls and masked owls that collectively make up all the species within the subfamily Tytoninae of the barn owl family, Tytonidae.



April Birthday Girls Teased With Camo Face Paint



Birthday celebration at the headquarters had just gotten more and more exciting. For April, the theme for the party was army green. Having said that, the ladies had their face painted with the army camouflage face paint that was applied by their own colleagues before they were allowed to receive their presents.



As everyone enjoyed the variety of delicious food being served, they were also entertained with classic childhood games like Uno Cards, Snap Cards, Jenga, mahjong, and chess.

Women's Basketball Team Wins TWM Basketball Tournament



TPB women's basketball team defeated BERNAS, 6-4, to win the TWM Closed Basketball Tournament on April 25 at Dwi Emas International School, Shah Alam. The team featured mixed players from MARDEC and CSR, as they did not have enough players to form a women team to represent each company.



Men's Draw

Meanwhile, in the men's draw, a sudden-death win sent TPB's team to second place behind MARDEC, after the sudden-death point broke an 8-8 tie between them in normal regulation.



Tradewinds Plantation Berhad has adopted three bears from the Bornean Sun Bear Conservation Centre (BSBCC) in Sepilok, Sandakan, Sabah. Also known as the Malayan Sun Bear, these species are going into extinction as they are mostly hunted by poachers for their gallbladder, which is used in traditional medicine.

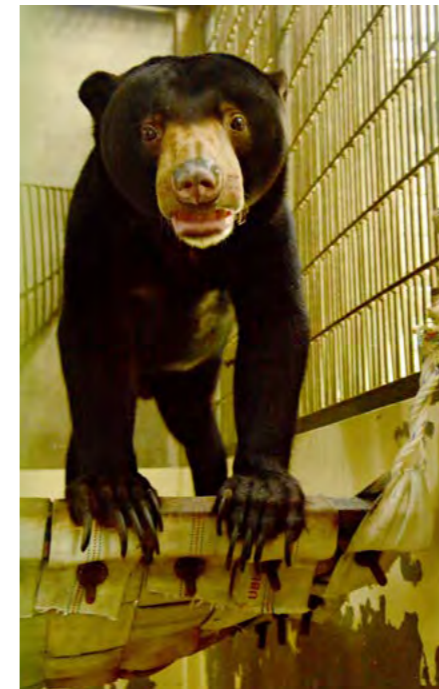
A large number of the bears have also lost their habitat due to deforestation and environmental degradation.



Saving Endangered Species, The Bornean Sun Bear

Jelita | Female | 11 years old

The most acrobatic female bear at the centre, she is filled with curiosity and playful energy.



Linggam | Male | 13 years old

An attractive bear with big brown eyes and likes being involved with everything going on at the bear house, especially when it comes to food.



Simone | Female | 9 years old

A gentle and peaceful bear who is very good in self-defence and is constantly alert with her surroundings.

Hard Work PAYS OFF

Tradewinds Plantation Berhad had launched an incentive programme in February to award harvesters who have achieved their production target and attendance record.



Ulu Papan, Sisek, Sg Kachur, and Sg Lebak.



Kemanan Estate



Tanah Merah Estate



Serasa Estate



Sg Seraya Estate



Sg Tekai Estate



Sg Ahning Estate



SBU Batu Putih



SBU Permai



SBU Lawas



SBU Miri



SBU Retus



SBU Pelitanah



SBU Matu Daro



SBU Kuching



SBU Sri Aman



Windsor Estate



Bukit Ketapang Estate



Ulu Papan Estate



Batu Hitam Estate

The programme, Productivity Incentive Payment (PIP), is an incentive for harvesters who have successfully met two criteria: harvester's attendance to be at **315 days** or more and an annual productivity of **2.0 MT** of FFB or higher.

SENIOR MANAGERS' MEET 2018

By Kamarul Amirudin

SMM 2018: All SMs Review Past Year Issues and Commit to Achieve 2018 Target



The Senior Managers' Meet 2018 was successfully organised in February at Vistana Hotel, Kuala Lumpur.

Its objectives and scope of discussion were concentrated on Performance Review 2017, and Alignment of Operational Strategies and Performance Management in 2018.

Performance Review of 2017 saw a full disclosure of key performance gaps or issues, which hampered the achievement of performance targets in 2017 by each SBU, and well-defined action plans together with committed deadlines to close the performance gaps.

The team had also outline key performance management initiatives in 2018 in order to achieve target results for the year.

Apart from concentrating on performance, SMM 2018 had also discussed on other issues facing each SBU, and key management decisions had been made to resolve those issues.

For instance, estate operations highlighted key performance gaps stemming from poor road condition, incomplete fertilizer application and shortage of harvesters.

Meanwhile, key performance gaps identified with regards to POM operations are high breakdown hours and high stock of high FFA CPO.

In a similar development, poor housing condition and land dispute are two main issues brought up by the estate operations team.

POM Team raised their main concern on the regulatory compliance with regards to Department of Environment (effluent, water discharge, and biogas) and BOMBA (fire management system).

The Senior Managers' Meet was chaired and moderated by Senior General Manager Charles Chow and officiated by chief executive officer Dato' Dr Thomas Ong.

The Meet was also attended by chief financial officer Ng Chee

Hoong, Peninsular Malaysia General Manager Norazman Asmon, East Malaysia Deputy General Manager Sa'idon Senik, Head of Human Resources and Administration Faralina Mustaffa, and all senior managers of plantation units.



Badly rutted road in Sg Mangga Estate.

MAJLIS MAKAN MALAM TAHUNAN TPB 2018

“HUJAN EMAS” DI MAJLIS MAKAN MALAM TPB

Itulah salah satu kemeriahan yang pastinya tidak dapat dilupakan oleh semua yang hadir ke Majlis Makan Malam di SBU Sibul pada 7 April, 2018.

38 orang kakitangan pulang dengan senyuman setelah memenangi hadiah cabutan bertuah berbentuk perhiasan emas seberat 2.88gm hingga 25.88gm bernilai sehingga RM32,800.

Pelbagai hadiah cabutan bertuah lain turut diberikan termasuklah telefon pintar, alatan elektronik serta basikal.

Tujuan Majlis Makan Malam TPB diadakan adalah bagi meraikan semua kakitangan syarikat serta ahli keluarga masing-masing di samping mengeratkan lagi silaturrahim di kalangan mereka.

Lebih 3,000 orang kakitangan serta ahli keluarga telah hadir memeriahkan majlis.

Lebih menarik, tema majlis berbeza telah dipilih bagi setiap lokasi SBU.

Selain di Sabah dan Sarawak yang telah berlangsung dari Februari sehingga April, Majlis Makan Malam TPB turut diraikan di SBU di seluruh Semenanjung Malaysia.

Majlis penghargaan yang dianjurkan buat tahun kedua ini merupakan satu kejayaan yang bermakna dan berjaya. Ia berdasarkan kepada perjalanan majlis di setiap SBU yang nyata lebih teratur berbanding tahun sebelumnya.

Berikut merupakan perjalanan penganjuran Majlis Makan Malam Tahunan TPB

- 9 Feb **SBU Northwest** di Alor Setar, Kedah / Tema: **An Evening in Dubai**
- 24 Feb **SBU Lawas** di Lawas, Sarawak / Tema: **Ethnic**
- 3 Mac **SBU Southern East Malaysia** di Kuching, Sarawak / Tema: **Royal Blue**
- 9 Mar **SBU Southwest & SBU Southeast** di Johor Bharu / Tema: **Apple Green**
- 16 Mac **SBU Northeastern Region** di Kota Bharu Kelantan / Tema: **Ocean Blue**
- 24 Mac **SBU Miri** di Miri, Sarawak / Tema: **Retro**
- 7 April **SBU Sibul** di Sibul, Sarawak / Tema: **Citrawarna Tradewinds**
- 14 April **SBU Sabah** di Sandakan, Sabah / Tema: **Rock 'n Roll**

Setiap majlis makan malam dimulakan dengan ucapan aluan oleh Pengurus Besar Semenanjung Malaysia Nor Azman Asmon dan Timbalan Pengurus Besar Sabah/Sarawak Sa'idon Senik yang mewakili kawasan SBU masing-masing. Majlis kemudiannya diteruskan dengan ucapan perasmian daripada Pengurus Besar Kanan Charles Chow.

Antara aktiviti menarik yang diadakan pada malam itu termasuklah persembahan oleh kakitangan-kakitangan TPB sendiri selain persembahan cilik daripada anak-anak kakitangan yang mencuit hati semua jemputan yang hadir.

Tidak kurang menariknya, ada diantara mereka turut beraksi memperagakan fesyen pakaian, menari, menyanyi dan juga menyampaikan rangkap sajak.



With Mohd Nazim Basiron

Jumping into the complete unknown is terrifying but it is not the case for Mohd Nazim Basiron. For the 41-year-old, taking that leap of faith proved to be the best thing as it helped him succeed in his career. Nazim began his journey at Tradewinds Plantation Bhd in 2008 as a Sustainability Officer cum Agronomist at Kompleks Sisek, Johor for four years. In 2012, he was appointed as the Sustainability and Occupational Safety and Health (OSH) officer for two years before accepting the role of the Head of Government Liaison and Corporate Planning.

Nazim has big shoes to fill but he was determined to excel in his new role. With minimal knowledge and experience in sustainable palm oil, it was not a hindrance for Nazim to flourish in his career. Nazim shares some valuable advice and lessons learnt on his journey with the group for 10 years.

How did you feel when you were offered the position of Head of Government Liaison and Corporate Planning?

It was the scariest thing for me because I wasn't sure if I could fill in the shoes.

How did you manage to overcome that?

It was not easy, I can tell you that. It involves hard work, lots of reading and researching (mostly from Harvard Business School) and having a great mentor or sifu like Kenneth Tan former (Business Development Group Advisor) who taught me the ropes of Corporate Planning structure and CEO Dr Thomas Ong who empowered me to be meticulous in fostering a good working relationship.

When I first joined Tradewinds, I made sure that I have the right knowledge to be in the sustainability division. Expectations were very high at that time. I took my own initiative to obtain third-party accreditation such as Certificate of ISO and Chartered Auditors for Roundtable on Sustainable Palm Oil (RSPO).

During that point of time, there



“If you can't do much, the least you can do is help your co-workers. If you can't help, you should be sympathetic – this is the charity”

were so many things that TPB needs to change and get accreditations especially from RSPO and Malaysian Sustainable Palm Oil (MSPO). It was a very tough period because TPB has peat soil in which RSPO doesn't allow. It was definitely challenging as we were against all odds with so many trade barriers.

TPB has been recognized for RSPO compliance on water management and also good agricultural practices. More importantly, TPB is also one of the pioneers in obtaining MSPO. There were seven companies but TPB is the second to obtain the compliance after Sime Darby Plantation.

Describe your current role as Head of Government Liaison Corporate Planning.

I help the company to venture into the diversification of new businesses in line with the government's policy. I also engage with foreign governments' dignitaries for future investments and joint collaborations. It is also important

that we leverage the government's policies for communications, liaison, grants and other privileges. This is where diplomacy plays a crucial part.

What's the most challenging part about being in the oil palm industry and TPB?

Gaining trust and approval from the government to venture into new businesses, study the risks, and the fluctuating commodity prices. That is why planning is very important. In my team, we have to consistently be on high alert, systematic, strategic and structured.

What motivates you to do better?

As a Muslim, we are taught to help everybody regardless if it is for work or charity. One should be endowed with a sympathetic eye to the deprived or the weak. It is a noble deed. My motivation is my patriotic spirit towards building a better nation. TPB is a local plantation company, so if I help boost the company's reputation, in return, I'm helping to build a good reputation for the country.



Mohd Nazim Basiron (in pink shirt) with his team at Ladang Mamahat in Sugut, Sabah in 2003.

What is your greatest achievement or proudest moment?

I received the Outward Bound Trust of Malaysia Roll Out Honour award in 2007 and UiTM Faculty of Plantation and Agrotechnology Peers award for 2016 and 2017. I still have more to achieve. I would like TPB to expand to other agriculture fields such as being the pioneer in coconut plantation.

With Azam Razali Atan

In every successful organisation, workers are the most important asset. This sentiment is echoed by Melaka born Azam Razali Atan, who started his career in oil palm plantation 16 years ago. With his years of experience working at numerous estates, the 41-year-old Senior Manager of SBU Sri Aman believes maintaining the welfare of estate workers is a challenge but it is something he enjoys and works on constantly.

He began his career with Tradewinds Plantation in 1999 as a cadet at Mawar Estate. In 2007, he was offered a managerial position at PT Ichtar Gusti Pudi, an Indonesian palm oil plantation company. After his two-year stint, he returned to Tradewinds and was offered the role of Senior Assistant Manager overseeing Simunjan and Ladong Estate. In this article, Azam shares his experience and reveals some of the challenges in managing employees' expectations.

Tell us about your career journey with Tradewinds Plantation.

Prior to my journey in the oil palm industry, I was a Quality Operator at Sinmah Food Industry in Melaka for a year. In 1999, I was hired as a cadet at Mawar Estate and was promoted to Junior Assistant Manager three years later. I was stationed at various oil palm estates throughout my employment, mainly an average of 3 years at each estate. In March 2018, I was offered the role of Senior Manager.

My current role as a Senior Manager at the SBU Sri Aman is challenging. My biggest challenges are effectively retaining and managing staff who are under my supervision that covers Simunjan, Ladong, Sebuyau, and Lingga Estate. For Lingga, extra attention needs to be given as nearly 50 percent of the estate workforce wanted to resign. They were unhappy with the way things were run at the estate. After the senior manager left, I was held accountable for lifting their morale and assuring them that their rights and welfare will not be compromised.

How do you overcome challenges at work?

Communication is key and I always practise this with all my executives, staff, and workers. We need to optimise the entire workforce to ensure the company functions well within its operational cost without jeopardising the quality of our harvest.

What inspires you to strive in this career? Do you have anyone you look up to?

What really strives me to do better is changing people's perception of the SBU Sri Aman. They said it was impossible to improve the estate because of its poor and unsatisfactory

infrastructures³. But now, the situation has improved as we have provided all the necessary infrastructure for our estate workers to live and work comfortably. I believe if everyone put in extra effort and work together as a team, nothing is impossible especially if we get the support from the senior management.

My mentors are Tuan Asmadee Ahmad (former senior manager) and Tuan Sa'idon Senik (Deputy General Manager of East Malaysia). Under their tutelage, I was exposed to different cases and I was tasked to solve issues regarding the estates in a short period of time. They taught me the right technique to approach a certain situation.

My parents also pushed me to work harder. Growing up was not easy for me and my eight siblings. I did not pursue a degree because I had to help my parents support my younger siblings. You really have to work hard to get to where you are. I am honoured to receive an award from former Prime Minister, Tun Abdullah Ahmad Badawi during my stint at Serasa Estate in 2007. I am also a proud father of five beautiful daughters.

What has been the highlight of your career so far?

In 2011, there was a 3-day strike involving workers from two estates, Ladong and Simunjan. The workers were angry with the low wages and they were forced to work for 26 days each month. The workers were told not to show up to work by their group leader and the leader threatened to harm them if they fail to obey their orders.

With the help of the police and authorities, we identified eight individuals who were the instigators behind the strike. After negotiating the terms, we found out that the workers misunderstood the RM200 per month incentive package. It is an incentive to reward them for their hard work and not their monthly wage. Everyone returned to work after the 3-day strike and photographs and details of the eight individuals were sent to the police for future action.



“I believe if everyone put in extra effort and work together as a team, nothing is impossible especially if we get the support from the senior management.”



Azam Razali Atan briefed to his team about a plan to build new staff and workers quarters at Lingga Estate.

Challenges Facing Palm Oil : A Planter's Insight

By Charles Chow

The palm oil industry faces mounting challenges with much focus demanded in countering the economic cycle associated with fundamental issues pertinent and unique to the industry. These imminent challenges are products of biological factors of the oil palm and its products as well as the conduct of substitute vegetable and mineral oils.

The slower rate of oil palm yields improvement compared with other oilseeds, low labour productivity largely compounded by problems in the mechanisation of labour-intensive operations, challenges of its lipid composition on palm oil usage in temperate countries, and the non-tariff barriers against palm oil by the EU and USA.

The plausible solutions include:

- **Adopt a high oil yield low cost policy**
- **Planned and expeditious replanting with newer and higher oil yielding planting material including ramets**
- **Government commercial incentive on high oil yield materials**
- **Hasten research on technologies, robotics, IoT, IT platforms, etc.**
- **Development of suitable mechanisation initiatives to raise productivity and reduce cost**
- **Open source genetics with enlarged germplasm pool for commercial adoption and identity preservation against adulteration and false claims**
- **Right and effective voice and governmental actions against non-tariff barriers**
- **Sufficient and sustainable talent pool of highly competent and capable planters, agronomists and millers**
- **Improvement of work processes with reduced labour dependency**



Location: Pelitanah Estate, Sarawak

The Joy of Birding

By Charles Chow

Not many understand the joy that is brought in by birding and bird photography. The beauty of our feathered friends enthral, mystifies and inspires us to take another step towards perfection. Their presence in the eco-balance of mother nature suitably echoed by the enchanting sounds of their existence promise many surprises.

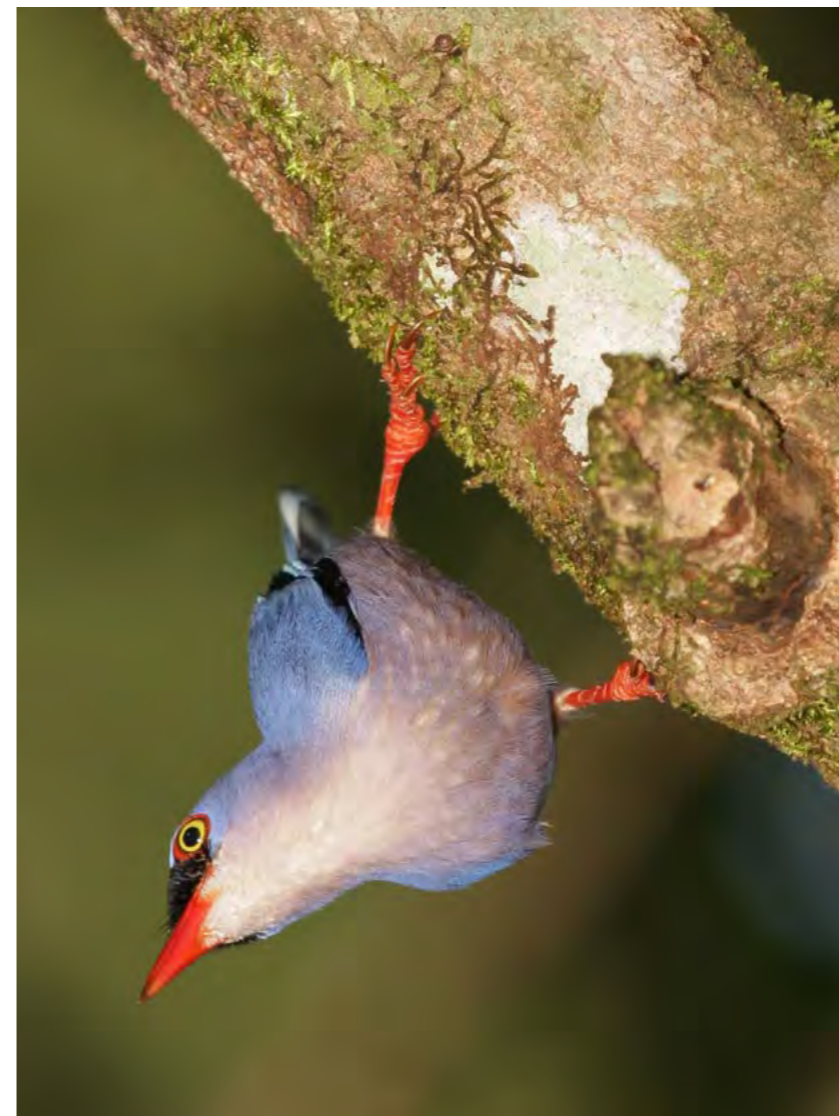
The very process of birding and photographing them under such settings is unparalleled by any natural condition.

Every birding trip is a new learning experience, brings out more of one's ability to shoot better shots, every second counts, every sighting mesmerises, every sound reveals an opportunity, each trip is never the same.

I envy and associate birds for their perfection in flight, form, coloration, sound and how God has created them so perfectly. Birding is a great hobby for kids and family and it promises many experiences that may touch your life.

Start soon.

The writer is an avid birder and nature photographer. Some of his shots are made available for your viewing pleasure. Join him on his birding outing for a life changing experience.



The nuthatches constitute a genus, Sitta, of small passerine birds belonging to the family Sittidae. Characterised by large heads, short tails, and powerful bills and feet, nuthatches advertise their territory using loud, simple songs.

Nuthatch ■

■ Juvenile Crested Serpent Eagle

The crested serpent eagle (Spilornis cheela) is a medium-sized bird of prey that is found in forested habitats across tropical Asia. Within its widespread range across the Indian Subcontinent, Southeast Asia and East Asia, there are considerable variations and some authorities prefer to treat several of its subspecies as completely separate species.



Program Pelajar Cemerlang 2018

Program Pelajar Cemerlang anjuran Tradewinds Plantation Berhad dengan kerjasama Yayasan Albukhary telah dilancarkan baru-baru ini di Sabah dan Sarawak.

“Program ini akan memberi pendedahan kepada pelajar-pelajar dengan teknik menjawab soalan yang lebih berkesan di samping meningkatkan motivasi untuk lebih berkeyakinan dalam menghadapi

orang calon SPM yang bertumpu kepada subjek Bahasa Melayu, Bahasa Inggeris, Matematik, Matematik Tambahan, Sains, Sejarah, Fizik, Biologi serta Kimia.

Selain tuisyen mingguan, program itu juga mengandungi seminar kecemerlangan seperti kelas intensif dan motivasi sebagai persediaan tambahan sebelum menghadapi peperiksaan.

“Sasaran kami adalah peningkatan secara purata 30 peratus kepada gred A,B dan C bagi setiap subjek bagi para pelajar ini.

“Diharapkan agar sasaran ini akan dapat meningkatkan keputusan pelajar ke tahap kredit yang melayakkan mereka ke peringkat pengajian tinggi,” jelasnya lagi.

Majlis Pelancaran Program Pelajar



Pelaksanaan program yang berbentuk tuisyen itu adalah secara khususnya menasarkannya kepada pelajar-pelajar Tingkatan 5 atau calon Sijil Pelajaran Malaysia (SPM) yang berprestasi lemah dan sederhana daripada sekolah yang berhampiran dengan unit operasi perladangan TPB di Sabah dan Sarawak.

peperiksaan SPM nanti,” katanya. Beliau berkata demikian ketika menyampaikan ucapan perasmian pada majlis pelancaran Program Pelajar Cemerlang 2018.

Beliau melancarkan program tersebut baru-baru ini di Hotel Klagan Regency, Kota Kinabalu pada 12 April, 2018 bagi peringkat negeri Sabah dan Hotel UCSI, Kuching pada 16 April bagi peringkat negeri Sarawak.

Tambahnya lagi, program itu bakal memberi manfaat kepada lebih 5,000



Location: Kota Kinabalu, Sabah

Cemerlang di Sabah turut dihadiri oleh Ketua Penolong Pengarah (Sektor Pengurusan Akademik) Jabatan Pendidikan Negeri Sabah Muddin Beting, Penolong Pengarah (Bahagian Komuniti) Jabatan Kebajikan Masyarakat Siti Hajar Jelani, Pengurus Kanan SBU Sabah Bahagian Permai Muhammad Pandakan, dan Pengurus Kanan SBU Sabah Bahagian Batu Putih Ayub Jiha.

Manakala di Sarawak, majlis pelancaran tersebut turut disertai oleh Ketua Penolong Pengarah (Sektor Pengurusan Pembangunan Kemanusiaan) Jabatan Pendidikan Negeri Sarawak Salina Bujang, Ketua Penolong Pengarah Kanan (Pejabat Ketua Pengarah) Jabatan Kebajikan Masyarakat Dr Sopian Brahim, Pengurus Kanan SBU Sri Aman Azam Razali Atan serta Pengurus Kanan SBU Kuching Abdul Majid Abdullah.



Location: Kuching, Sarawak





1. What's cooking, gentlemen? One of the rare occasion by the Pelangi Estate staff.
2. Fire drill conducted in 2017 by SBU Northwest with Bomba Kuala Nerang.
3. Kemaman Estate team attending FFB evacuation training by Sime Kubuta Sdn Bhd.
4. Leaf Sampling Training with LGM and TPB Agronomist for rubber estate at Ladang Bukit Ketapang in April 2017.
5. UiTM students (Diploma in Planting Industry Management) visiting Kedah rubber estates.
6. SOP Training on planting mucuna bracteata for replanting area at Ladang Bukit Ketapang in July 2017.
7. Lingga staff was taught how to put off a burning gas cylinder when the regulator is detached from the valve.



1. Jaya Estate staff looking good in their team polo.
2. Peace and love from Ulu Papan Estate team.
3. First aid training for competence first aider for all managers, assistant managers, and staff of SBU Northwest.
4. New worker in complete PPE during PPE training conducted by Serasa POM Senior Mill Engineer Azrin Mohd Nor in February.
5. Consulate General of Indonesia in Kuching visited Simunjan and Ladong Estate to assist in passport arrangements.
6. The "Black and Yellow" of Air Manis Estate.
7. Sisek Estate team is participating in a sports event.
8. SM SBU Pelitanah Semon Noverdo and Pelitanah 2 Manager Karim Seliman holding on to 12-foot long reptile that was captured at Pelitanah 2 Estate during the FFB collection in the early morning.



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