

FROM GOOD TO GREAT AND LASTING

AgroMatters

What matters now, matters in the future

6th Issue, Nov 2018 - Mar 2019



Kuala Suai Complex ; The Discernible Champ of the Palm Oil Industry

Photo: Night harvesting at Merapok Estate, SBU Lawas



YBhg Datuk Seri Johari Abdul Ghani pinning the award ribbon for SBU Lawas as the runner-up of the SBU Photo Contest at the 4th Management Meet.

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6th Issue

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Photo: Celebration of Labour Day at Relai Group, SBU Northeast



YBhg Datuk Seri Johari Abdul Ghani congratulating SBU Northeast on winning the SBU Photo Contest.

EDITOR'S NOTE



2019. A NEW YEAR AND A RENEWED VIGOUR TOWARDS PERFORMANCE MAXIMISATION

As we bid *au revoir* to 2018, we resolutely step into 2019 with a renewed vigour towards "Performance Maximisation", a theme that will resonate throughout the year. The sixth issue of *AgroMatters* marks yet another milestone for the team and we strive to keep you *au fait* with the latest updates and events in TPB. I have been bestowed with the opportunity as the new editor in chief for this issue, and I am more than proud to dish you the ins-and-outs of the TPB community.

We kicked off 2019 in a positive mood and towards the right direction with our 4th Management Meet themed "Performance Maximisation". The term Performance first came into the light at our 2nd Management Meet alongside the theme of "Integrity, Pride, Passion and Performance Excellence are the TPB's Way", whereas Performance Management was the key focus of our 3rd Management Meet.

"Performance Maximisation" entails all TPBians to pour their hearts and soul towards performing their tasks and responsibilities at their level best, accompanied by passion, heightened sense of urgency, sustained consistency and relentless belief. Let's propel TPB to greater heights together and build our reputation as a budding standard bearer of efficiency in the industry.

From Good to Great and Lasting!

Kamarul Amirudin

AND THE CUSTOMER OF THE YEAR AWARD GOES TO...



14 Nov 2018 – It was an eventful night for TPB when TPB bagged home not one, but two awards at Isuzu’s Customer Appreciation Night at Glasshouse at Seputeh. The event was attended by Acting Senior General Manager, Nor Azman Asmon. TPB was presented the award for CV Customer of the Year 2018 and Heavy-Duty Customer Appreciation Award 2018 by the Isuzu team.

STEP ASIDE CAPTAIN MARVEL, TPB IS BREEDING SUPERHEROES TOO!



7 Nov 2018 – Potential danger lurks around every corner, and that’s why mastering the art of ‘First Aid’ is absolutely vital, especially in a growing organisation. Batu Putih Estate has conducted a first aid training for appointed representatives as a safety precaution. 15 representatives attended the training and learned about CPR techniques and basic safety measures in case of emergencies at work.

CARE TO NEEDLE IN, ANYONE?



Nov 2018 – The act of kindness does not necessarily have to come in monetary form, even the tiniest drop of blood counts! The Northwest team have all signed up for blood donation at Hospital Kuala Nera to help those who need it most. The programme was aimed to instil a caring and charitable nature in the employees.

IT’S NOT HOW YOU ROLL, IT’S HOW YOU BOWL!



Dec 2018 – Bowling fever is a nationwide epidemic that has swept all regions like wildfire, and East Malaysia is no exception too! SBU Kuching and SBU Sri Aman had a friendly rumble at the bowling lanes of Emart of Batu Kawa, Kuching recently. A total of 104 participants were grouped into 26 teams for this match. Melur Gemilang POM emerged as the victor with a winning cash prize of RM800.

HARD WORK NEVER GOES UNREWARDED



Dec 2018 – A Productivity Incentive Payment (PIP) Scheme was introduced in recent months to the estate employees with the objective to increase efficiency levels of harvesters and crop yield, as well as recognising and rewarding star performers in the field. These group of high-achievers from all four primary regions including Northwest, Northeast, Southwest and Southeast have been rewarded up to RM2,500 to encourage field productivity.



SWINBURNE UNIVERSITY VOYAGES TO MELUR GEMILANG CLC



Nov 2018 – Melur Gemilang Community Learning Centre (CLC) had recently received international guests all the way from Swinburne University of Indonesia. The aim of the trip was to strengthen the bonds between Indonesian students residing in Malaysia and Malaysian citizens. The guests comprised of students from various ages and racial background.

The students of CLC and the undergraduates of the Business Administration and Engineering course bonded over activities such as singing the national anthem of Indonesia and reciting the Indonesian political philosophy “Pancasila”. The visit was ended with a photography session with TPB representative Mohd Khaironi Hasbie.

HONOURING THE BIRTH OF THE PROPHET MUHAMMAD



19 Nov 2018 – The employees of Sungai Tersak Estate, Sungai Mangga Estate and Tanjung Melano Estate celebrated Maulidur Rasul at Surau Al-Mizan to rejoice the birth of Prophet Muhammad. The event was officiated by Estate Manager Hamizan Harun and was attended by 200 guests. They performed *Solat Hajat*, *Al-Quran* recital and conducted a sermon to honour the holy day.

HEAVY DOWNPOURS AND THUNDERSTORMS AIN’T SLOWING US DOWN!



12 Dec 2018 – Come rain or shine, the crop harvesters have to brave through the volatile weather conditions to collect the fruits of their labour, even during the rainy season. Approximately 1 metric tonne of fresh fruit bunches (FFB) was harvested per manday during the wet season. The FFB had to be harvested in time to achieve estate crop budget despite of harsh weather conditions.

BARRICADES UP!



11 Dec 2018 – Gemilang Estate had recently conducted a security training for their security force. The training was aimed to increase the defence system and resilience against potential harm from external sources. They also had their monthly marching routine. A total of 16 security officers were involved in the training.

A FRIENDLY PACT BETWEEN MALAYSIA AND THE EMERALD OF EQUATOR



Jan 2019 – The topic of foreign labour welfare has been in the spotlight for decades. And that’s where consulates play a significant role, to ensure the interests of the citizens of their own country are protected as well as maintaining a good relationship with the host country.

Permai Estate and Tengah Nipah Estate were visited by the Consul of Indonesian Republic in Tawau in the beginning of the year. The objective of the visit was to strengthen the relationship between the Consul and the mandores whilst deliberating on Indonesian staff-related socioeconomic issues in the estate.

A SPORTY SIBLING RIVALRY



20 FEB 2019 –The hall of Dwi Emas International School was filled with echoes and cheers as TPB team slam-dunked and scored a hoop. It was an eventful night for the sports enthusiasts as Tradewinds Malaysia organised a friendly intragroup basketball match between TPB and its sister companies MARDEC, CSR, BERNAS and DRB-Hicom. DRB-Hicom emerged as the champion for the male category, while the female category was dominated by MARDEC.

TPB SENIOR MANAGEMENT MEET 2018

3rd edition
PERFORMANCE REVIEW AND
PROFIT MAXIMISATION

SENIOR MANAGERS, ASSEMBLE !

The year 2018 ended with a bang as TPB successfully held another Senior Management Meet for the third round in December. The annual meet was staged at Hotel Istana Kuala Lumpur for two days and was attended by a total of 27 participants. It was officiated by TPB CEO Charles Chow, followed by the opening address from YBhg Datuk Seri Johari Abdul Ghani.

The theme highlighted for this meet was Profit Maximisation. Spearheads of each SBUs reviewed their performance for the year 2018, followed by a detailed insight on the performance gaps and action plans to address the issues laid out.

The participants weighed in on significant topics including labour issues, mechanisation expansion, research and development and performance management. They also spoke about plans to maximise profit for the following year.



The programme ended with an award ceremony in honour of Trusan POM Mill Engineer Muhammad Hazim Mustaffer for receiving the Second Grade Steam Certificate from the Department of Safety and Health, Ministry of Human Resources. He was also presented a monetary token of RM1,500 from TPB.



BUILDING AN 'A-TEAM' TO CONQUER THE FIELDS



The average human hair grows about 1 cm every month, and when it gets too long it's time for a quick trip to the salon for a hair grooming session. Would you believe that trees and plants need grooming too, just like us humans?

Trees are very much similar to the human hair, in terms of maintenance care. Aside from being watered and shampooed regularly, the human hair needs trimming and proper treatment to ensure a lice-free scalp. The same goes for trees, but in the form of pruning and pest control.

Pruning and pest control are two vital skills to master to ensure optimal field production. In October, a training was conducted for the staff of Jemoreng Estate on the proper practices of tree pruning and trimming. Frond pruning is important to ease harvesting operations, as excess



fronds will adversely affect bunch production and hinder the full potential of field production.



Another training for the staff at Jemoreng Estate ensued in the following month; this time the training was geared towards pest control, or more specifically the eradication of Tirathaba bunch moths.

Tirathaba moths are an oil palm's worst nightmare. These nasty bugs attack the flowers, fruit bunches and fronds at larval stage. Severe infestation of these bugs brings great damages to crops, resulting in fruit deformation and bunch abortion. If left untreated, the epidemic may amount to economic crop losses and reduction in FFB (fresh fruit bunch) yield.

The staff were exposed to appropriate approaches to crop treatment by getting hands-on experience at the palm oil estate from field trainers. It was a small but necessary stepping stone to achieve fruitful labour in the future.



THE DAWN OF RED AND GOLD, AND ORANGES GALORE

Dong dong dong chuang! It's the dawning of the Lunar New Year, which means red is the hue of the season and mandarin oranges are the fruits of the month. Step aside collared shirts and summer dresses, because *cheongsams* and *samfoos* are now back in trend!

Aside from collecting red packets and igniting fire crackers, Chinese New Year is also the season of togetherness; it's about rejoicing and rekindling with ones you hold close and dear. It's a time of celebration.



In the spirit of CNY, the TPBians were all dressed up in red for the recent Chinese New Year Get-Together Celebration held in 28 February 2019. The auspicious event was graced by the presence of YBhg Datuk Seri Johari Abdul Ghani, TPB CEO Charles Chow, Al-Bukhary Foundation Advisor Datuk Seri Haji Abdul Aziz Shahar and Tradewinds Property Division Senior Advisor Datuk Derek Cheng, alongside 200 guests.



TPB was fuelled with CNY spirit as everyone watched the lion dance opening performance in awe. The event was officiated as the CEO lighted up the firecrackers after the lions swayed to the beat of the drums.

An array of delicious appetisers and local cuisines was served to tickle the taste palettes of the guests, including authentic Chinese cuisines such as *dim sum*, *loh mai gai* and the thirst-quenching *lai chee kang*.



As the ceremony came to an end, a birthday cake was lit up to celebrate TPB's birthday babies for the month of January, February and March.



4th Management Meet Performance Maximisation

PERFORMANCE MAXIMISATION IS THE WAY TO GO

Another year, another Meet! For this year's Management Meet, TPB has become one with nature as it made its way to the valleys of Borneo Highlands Resort in Kuching, Sarawak. A total headcount of 224 participants attended the Meet at the end of January. The theme of the Meet was Performance Maximisation.

The participants were divided into two groups, Managers and Assistant Managers. The first group arrived on 23 January 2019, accompanied



by CEO Charles Chow, Acting Senior General Manager Nor Azman Asmon and General Manager of East Malaysia Sa'idon Senik.

The Managers' session was officiated by the CEO on the first

day, followed by an opening speech from YBhg. Datuk Seri Johari Abdul Ghani on the next day. After the VIP opening address, the programme was then adjourned with a photo exhibition showcasing pictures submitted by each SBUs in conjunction with the theme of 'Performance Maximisation'.

Excited banters and roars of laughter soon echoed the halls of Borneo



Highlands as the attendees participated in a three-course team building activity comprising of several mini games later that evening. These games put their communication skills to test as they had to work together with their allies to overcome hurdles and emerge victorious. The event later ended with the Gala Dinner at nightfall.

As for the following session with Assistant Managers, participants were divided into groups of five where each group was assigned a topic to present in the format of open discussion. The event ended with a dialogue session by the CEO, ASGM and GM of East Malaysia. The closing speech was then delivered by the ASGM.

After the end of the ceremony, the participants were segregated into different groups for the team building activity called 'TPB's Next Top Model'. The participants had to strategise and formulate a winning attire out of creativity and recycled materials provided to them. The participants had to walk the runway and channel their inner Victoria Secret Angels to win the challenge. The night ended with TPB's Gala Dinner graced by delightful performances from the Assistant Managers.



Participants of TPB's 4th Management Meet singing the national anthem during the opening ceremony.



Assistant Managers cooking up ideas during the brainstorming session before their presentation.



Group Photo with CEO, SGM, Senior Managers and Assistant Managers.



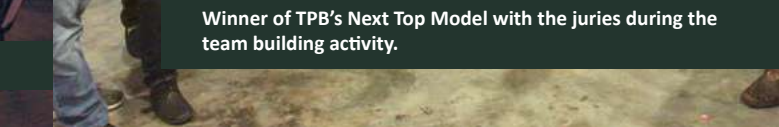
Assistant Managers competing for the crown of TPB's Next Top Model.



CEO Charles Chow with the traditional dance performers at the Gala Night.



Managers having a blast during the team building activity called "The Mine Field".



Batik-clad gentlemen of TPB at the Gala Night.

Winner of TPB's Next Top Model with the juries during the team building activity.

With
CHARLES CHOW KOK CHENG
CEO of Tradewinds Plantation Berhad

INTEGRITY AND
PASSION, THE
GREATEST RECIPE
FOR SUCCESS

The month of October marks a new era for Tradewinds Plantation Berhad as former Senior General Manager, Charles Chow Kok Cheng emerges as the company’s new CEO.

An avid bird-watcher and nature-lover, the field of plantation has always been the heart and soul of Johor-born Charles. His undying passion for plantation stemmed from his childhood days. His late grandmother had green thumbs, and she used to cultivate various types of traditional herbs for medicinal purposes in their ancestral land bank. These initial exposures further ignited his passion for gardening when he used to tail his eldest brother Vincent in his many squalor with mother earth on vegetable farming wherever available plots are sighted to be suitable for gardening; be it, the porch, backyard or any arable land. Numerous unannounced adventures in the nearby Mengkibol and Semborong rivers and Gunung Lambak jungle of Kluang sparked the interest of young Charles and ignited his love for gardening and nature, thus leading him to where he is today. A plantation’s very own, true blue blood.

Tell us about your voyage climbing up the ladder of success.

My journey was definitely no picnic at the park! My thrill ride began at East Asiatic Company (EAC) in 1983 as a Cadet Planter. I pledged my loyalty to EAC for a wonderful 15 years as I slowly sharpened my technical know-hows in the world of plantation. Sadly, as the company celebrated its diamond jubilee, East Asiatic Plantation, caught in the economic storm created by the Middle East Gulf War, saw its closure of its chapter when it was sold to Hap Seng Consolidated Berhad. I assumed the role of Estate Manager for a year with Hap Seng Plantation for a year before leaving in 1998 on my birthday. A day I vividly remembered as my teams presented three birthday cakes to celebrate my birthday and departure. The moment was cherished with a mixture of



Besides his passion for nature photography and birding, Charles is also a sports aficionado! Back in the old days, he used to play various sports including rugby, badminton, soccer and volleyball. He was also a ping pong, badminton, tennis, billiard and darts champion!



PHOTO: A young Charles posing with his soccer squad back in his days of youth. Can you spot him in red?

joy and sadness before I departed my final posting with many mesmerising moments that I still treasure after all these decades for the many fascinating years that I have had in Tomanggong, Sabah.

The road to success was an uphill battle for me. After my departure I started my own plantation business from scratch. Monetary capital was a scarcity at the time, and that’s when you discover your real friends. With the sole aid of a bank loan, I bought a stretch of rubber land and single-handedly converted it into an oil palm plantation. It was a gruelling one-man show, and the drop in CPO prices were not encouraging but I persevered. When it was fully developed, I sold it off at ten times the original value!

After 14 years of concentrating on wealth creation in my own business setting, I was appointed by Hap Seng Plantation to be their Planting Advisor. Two years later, I was made the Senior General Manager of Plantations. It was a year after that I joined the Tradewinds family as a General Manager in the CEO Office. After a two-month stint in the hustle and bustle of Ampang, Kuala Lumpur, I was appointed as Director of Plantation for East Malaysia, and back then it was

in a cataclysmic bedlam. After a year of tour of duty, having reinstated East Malaysia to tenable level, I was promoted to Senior General Manager for Tradewinds Plantation Berhad, taking charge of West Malaysia into the fold. It was trying time to sail through the avalanche of challenges, concealed and slow revealing difficulties, and it was sheer determination, belief, perseverance, and tireless support and commitment from my fellow colleagues that we managed to overcome the many obstacles in stages. Slowly but surely and gladly, over a period of three years that we emerge as victors. Careful, painstakingly-thought turnaround strategies and performance gap closures helped us nurse the field back to life.

The more challenges presented to us, the more opportunities are laid before us to face, overcome and grow. Subsequently after



overcoming a multitude of turbulence and storms along the way up, here I am now, spearheading TPB to the road of excellence and distinction.

How do you see the company changing in two years, and how do you see yourself creating that change?

The company is already waltzing on a different beat, towards a better rhythm. We are currently shifting directions to maximise performance, little by little, from good to great and lasting. During my initial reign as CEO, the company was in a rocky state. I had to brainstorm for solutions to address the question marks in the company.

The first step I had implemented during my reign was organisational restructuring. Albeit a difficult process, it was utmost necessary to bridge the performance gaps and cleaning up the company from entities of questionable integrity; I call it waste management.



In light of recent events, we have commenced many initiatives to improve performance. Among them include introducing the PIP scheme to reward estate workers upon achieving their monthly KPI, as well as studying and advancing the planting materials,

agricultural practices and pest control by the R&D team. A performance audit team was also assembled to identify performance gaps and exploit all opportunities to ensure maximisation of resources. Synergistic and result-oriented strategies are carefully crafted to chart the course for the future for TPB on stronger financial footing.

In our effort to propel the company forward, we have increased the

talent pool to optimise available resources. Recently we have welcomed a number of industrial hotshots under TPB’s wings, and with these team of experts accompanied with improved competency levels, as well as greater focus and emphasis given to training and competency uplifting for our Human Capital, I foresee Tradewinds Plantation heading towards a better and greater direction with more impactful and tangible milestones.

In your opinion, how does an organisation achieve greater heights?

I believe in integrity above all else. For us to go the distance in the industry, we will need an armada of trustworthy people that share the same vision in realising organisational goals. Absence of loyalty and integrity would be the ultimate downfall of a company. The key to sustain loyalty among the employees is to be people-centric. Staff welfare should always be a priority, because an organisation

is nothing without its people. Without their contribution, their cold sweat and tears, the organisation would not be where it is today.

Aside from that, an organisation should keep up with current trends and technology. The world is moving towards a digitalised era at a speedy pace, and we have to step up our games to keep up with our competitors. We’re currently looking into various business tools, including the possibility of implementing artificial intelligence Internet of Things at work space. With these value-added tools, tasks like real-time monitoring of leased vehicles and conducting BPG e-trainings for senior management team are very much achievable.

Consistency and passion are also crucial and instrumental at work. In fact, these are the very pulse of any well-managed and high-performing company, notwithstanding at TPB. It’s what fuels the company and keeps the engines running. Without passion, your job may be a *fracas* for you. However, if you genuinely love what you do; you’ll never have to work another day in your life.

We may still have a long way more to go for world-class recognition, however I believe the company has great potentials and high national rankings is attainable in the near future.

What is a motivational quote that you live by?

I live by the phrase of “honest living”. It was a value that my mother had instilled in me when I was younger. Back then, I was not born with a silver spoon in my mouth. When I was helping her with her textile business, she always reminded me to work in honest means and never resort to swindling. Slowly but surely, hard work and perseverance always wins the race.

FUN FACT :
Charles grew up in a Malay-populated community as a child. He shared good relationships with his neighbours, and even had a Malay nickname. Believe it or not, they called him RA****! Can you make a guess?

Here are some of Charles’s finest nature shots:

Photo 1: A Rufous-collared Kingfisher (Actenoides concretus) perched on a forest branch.

Photo 2: Zooming into the life of a Black and Yellow Broadbill (Eurylaimus ochromalus).

With

NOR AZMAN ASMON

Acting Senior General Manager

A Passionate Heart Leads to a Remarkable Start



When it comes to leadership, “passion” plays an important role in engaging the hearts and minds of the employees. Passionate leaders possess the spark that can foster commitment and determination in their employees. Take Nor Azman Asmon – fuelled by fiery passion, TPB’s Acting Senior General Manager stops at nothing to achieve his goals.

Azman’s love for plantation started at nascent age, where he was born into a family with green thumbs. His parents were farmers and made a living off their fruit orchard that stretched for miles. An array of local fruits including *rambutans*, *durians*, mangosteens and *pulasans* were ubiquitous in their orchard. Once an ambitious boy with dreams larger than life, now a key player in the palm oil industry.

What drives you to excel in this career?

My career in plantation is *numero uno* to me, and that’s my ultimate drive. I truly believe that passion is the jet plane that flies you to cloud nine. Some people earn lucrative incomes, but they return home feeling morose and drained to the bones. They feel empty inside. Why? Because they lack passion that fuels their excitement in life. Believe me; when you enjoy your job and working environment, everyday feels like a bliss and not at all exhausting.

What are your recommendations for the company to ensure performance maximisation?

When it comes to the productivity of the company, the people should always come first. The company would be nothing without its people. Therefore, it is utmost important to instil motivation to the subordinates. Allocation of incentives for instance, would be a huge impetus for the employees. When employees are cared for, they will be motivated to perform their best.

Another key to performance maximisation is to instigate a positive work culture. Believe it or not, working environment is one of the major contributors in aggravating an employee’s stress levels to the tens. This is why it’s vital to bridge the gap between the superiors and subordinates. Building a good rapport between bosses and employees without heavily fixating on hierarchical ranks would do the company good from time to time. When the tension between the higher-ups and employees ease up, the employees may feel more comfortable confiding in their respective heads, which helps in finding the root cause of recurring problems at work.

In your opinion, what are the strategies that can be practiced to improve the development of the industry?

For the industry to excel to greater heights, we have to encourage the sharing of technology and knowledge. Be it between your co-workers or even with other countries, external parties may have a more extensive and advanced technical know-how compared to what we currently have. Exchange in technologies or partnerships can be established with third parties from other companies or even countries, so that we can learn to develop state-of-the-art mechanisation for best outcomes.

Labour issues such as acute shortage of workers should not be taken lightly, as it seems that several company in the industries are suffering from labour shortage. This may spiral into larger problems in the long run, such as decreased crop productions or loss of profit.

What is your advice for those who wish to pursue the field of plantation?

I am always encouraging towards those who are keen in onboarding the plantation career. The key is to remember the 3 P’s; Patience, Perseverance and Passion. This field is not all rainbows and butterflies, it’s more of muddy soils and moths – literally. There will be times when you will find yourself in the most uncomfortable conditions, and that’s normal. That’s why perseverance is important. Patience comes in handy when you’re dealing with employees. Employees come from heterogeneous backgrounds, which means corporate-style communication may not be effective especially when dealing with estate employees. You have to learn to adapt to their linguistic style for an efficacious two-way communication, which requires high levels of patience. Together with passion, these are the three ingredients for success.

Did You Know?

Azman may appear stern on his outer shell, but this man of enigma has a soft spot for gardening! His hobbies include nurturing flowers his home-grown garden. Among some of the popular plants you may spot in his garden are bougainvilleas and herbs!



With hard work comes great rewards. Congratulations to our newly-promoted colleagues!

NO.	NAME	DESIGNATION	DEPT/ESTATE/MILL	LOCATION
1	Sa'idon bin Senik	General Manager	East Malaysia Operation	EMAC
2	Mohamad Izali bin Majid	Acting Deputy General Manager	PM Operation	PMAC
3	Hamirun bin Osman	Deputy General Manager Mill Operation	Mill Operation (HQ)	HQ
4	Shahirunizan bin Majuan	Acting Senior Manager, Mill Operation East Malaysia	Melur Gemilang Palm Oil Mill	EMAC
5	Li Mei Fey	Finance Manager	Finance, EMAC	EMAC
6	Aiman Syahmi bin Mohamad Nazri	Finance Manager	Finance, HQ	HQ
7	Laie anak Bon	Manager, TQEM	Kuala Suai POM	EMAC
8	Selvam a/I Seenivasagam	Manager	Mutiara Estate	EMAC
9	Mohd Izzat Afif bin Ismail	Manager	Mawar Estate	PMAC
10	Budiman bin Salleh	Manager	Sebuyau Estate	EMAC
11	Mohd Shaifullizal bin Sulaiman	Senior Executive, Compliance	Compliance	HQ
12	Mohd Azlan bin Masrap	Manager, Admin & Facility Management	HR & Admin	HQ
13	Ling Chia Yi	Senior Agronomist	R&D Sibu	EMAC
14	Kamarul bin Amirudin	Senior Manager	Strategic Planning	HQ
15	Muslisyam bin Mustaffa	Manager	Pelitanah 4 Estate	EMAC
16	Siti Dzabedah binti Ahmad	Senior Executive, HR	HR & Admin	HQ
17	Mohd Ameer Hamzah bin Abd Manab	Manager	Pakloh Estate	PMAC
18	Borhan bin Md Noor	Senior Manager	SBU Lawas	EMAC
19	Siti Nur A'isyah binti Mohammad Asma'on	Senior Executive Operation	CEO's Office	HQ
20	Ahmad Syafiq bin Halit	Senior Assistant Manager	Agromaju Estate	PMAC
21	Kamarol Ezani bin Mohamad	Senior Assistant Manager	Serasa Estate	PMAC
22	Luqmanul Hakim bin Zulkifli	Senior Assistant Manager	Sg Kachur Estate	PMAC
23	Mohd Azmil bin Mostapa	Senior Assistant Manager	Tinabau Estate	EMAC
24	Azrul bin Jamil	Senior Assistant Manager	Sg Tersak Estate	EMAC
25	Ramli bin Sakka	Senior Assistant Manager	Kuala Suai Estate	EMAC
26	Syfyar Thauri bin Lokman	Senior Assistant Manager	Gemilang Estate	EMAC
27	Tuan Zaimuludin bin Tuan Chilek	Senior Assistant Manager	Trusan Estate	EMAC
28	Khan Mohammad bin Haniba	Senior Assistant Manager	Sg Ahning Estate	PMAC
29	Chai Ruey Perng	Senior Executive Finance	Finance, EMAC	EMAC
30	Noor Azlina binti Raswan	Account Assistant	Finance, HQ	HQ
31	Liliwati binti Abd Jalil	Senior Manager, Finance	Finance, HQ	HQ
32	Mohamad Hidayat bin Hamden	Research Executive	Technical & Advisory	EMAC
33	Lilian Kading	General Clerk (Grade 2)	Intan Estate	EMAC
34	Wong Anak Oben	Field Conductor (Grade 2)	Melur Estate	EMAC
35	Mohd.Fikri Abdullah	Field Conductor (Grade 1)	Melur Estate	EMAC
36	Yusri Bin Mohamad Sapiee	Boilerman (Grade 2)	Melur Gemilang Palm Oil Mill	EMAC
37	Jeffry Din Ak Berang	Engine Driver (Grade 2)	Melur Gemilang Palm Oil Mill	EMAC
38	Timothy Ak Peter	Mill Supervisor (Grade 1)	Melur Gemilang Palm Oil Mill	EMAC
39	Cauricorn Anak Gena	Field Conductor (Grade 2)	Sg Tersak Estate	EMAC
40	Faezah Binti Hamdan	General Clerk (Grade 1)	Sg. Mangga Estate	EMAC
41	Mazlan Bin Wahab	Security (Grade 2)	Tg. Melano Estate	EMAC
42	Siti Zehan Bt Hj Bohari	Chief Clerk (Grade 1)	Tg. Alan 2 Estate	EMAC
43	Masil Anak Biaw	Field Conductor (Grade 2)	Tg. Alan 2 Estate	EMAC
44	Irwandi Bin Razali	Fitter (Grade 2)	Binu Palm Oil Mill	EMAC
45	Jumara Bin Abdul Hamid	Mechanic Fitter (Special Grade)	Binu Palm Oil Mill	EMAC
46	Denial Ak Rentap	Field Conductor (Grade 2)	Kuala Suai Estate	EMAC
47	Hasan Bin Jin	Technical Staff (Grade 2)	Kuala Suai Estate	EMAC
48	Izwan Bin Ismail	Field Conductor(Grade 2)	Sg. Klad Estate	EMAC
49	Lily Anak Banda	Store Clerk (Grade 1)	Sibuti Estate	EMAC
50	Sulila Binti Masai	General Clerk (Grade 2)	Sibuti Estate	EMAC
51	Dominic Anak Limbai	Field Conductor (Grade 2)	Pelitanah 2 Estate	EMAC
52	Maria Anak Minggu	General Clerk (Grade 2)	Pelitanah 2 Estate	EMAC
53	Harry Anak Ait	Field Conductor (Grade 2)	Pelitanah 3 Estate	EMAC
54	Suhani Binti Enchik	General Clerk (Grade 1)	Permai Palm Oil Mill	EMAC
55	Sohfian B Sahfari	Store Clerk (Grade 2)	Rantau Estate	EMAC
56	Wong Mee Ling	Store Clerk (Grade 2)	Rasau Estate	EMAC
57	Sembai Anak Bukit	Field Conductor (Grade 2)	Retus Estate	EMAC
58	Hairol Bin Rosli	Field Conductor (Grade 2)	Retus Estate	EMAC
59	Marion Anak Sebastian Ongoh	General Clerk (Grade 1)	Retus Estate	EMAC
60	Awang Fadly B Awang Ali	Engine Driver (Grade 1)	Retus Palm Oil Mill	EMAC
61	Abdillah B Amat	Field Conductor (Grade 1)	Retus Palm Oil Mill	EMAC
62	Francis Anak John	Fitter (Grade 2)	Retus Palm Oil Mill	EMAC
63	Caroline Gading Anak Sagun	Store Clerk (Grade 2)	Siong Estate	EMAC
64	Mac Biondy Anak Anggit	Field Conductor (Grade 2)	Lingga Estate	EMAC
65	Sani Bin Sapar	Field Conductor (Grade 2)	Lingga Estate	EMAC
66	Mohamed Asri Bin Zakaria	Foreman (Special Grade)	Serasa Palm Oil Mill	PMAC
67	Mohamad Annur Yusri Bin Fendi	Supervisor II (Grade 2)	Serasa Palm Oil Mill	PMAC
68	Johary Bin Ariffin @ Abdullah	Field Supervisor (Grade 2)	Sg. Bayu Estate	PMAC
69	Amir Bin Mahmud	Field Supervisor (Grade 2)	Sg. Relai East Estate	PMAC
70	Izzatul Asyikin Binti Harun	General Clerk (Grade 2)	Batu Hitam Estate	PMAC
71	Abdul Basir Bin Dahman @ Che Dam	Field Supervisor (Grade 2)	Bukit Ketapang Estate	PMAC
72	Nor Atikah Bt Muhd Radzi	General Clerk (Grade 2)	Bukit Ketapang Estate	PMAC
73	Abdul Muin Bin Senapi	Field Supervisor (Grade 2)	Sg. Ahning Estate	PMAC
74	Ramizah Binti Mat Akir	General Clerk (Grade 2)	Sg. Seraya Estate	PMAC
75	Che Zan Binti Salleh	Account Clerk (Grade 2)	Sg. Tekai Estate	PMAC
76	Mohd Sabri Bin Mohd Yacob	Field Supervisor (Grade 2)	Tanah Merah Estate	PMAC
77	Suhairani Binti Miskandar	General Clerk (Grade 2)	Tanah Merah Estate	PMAC
78	Mohamad Shahrudin Sunin	General Clerk (Grade 2)	Penawar Estate	PMAC
79	Aidil Azhar Bin Md Tap	Field Supervisor (Special Grade)	Semai Segar Estate	PMAC
80	Mohamad Faiz Idham Bin Mohd Arifin	Field Supervisor (Grade 2)	Sg. Kachur Estate	PMAC
81	Mohd Hafiz Bin Parmin	Field Supervisor (Grade 2)	Sisek Estate	PMAC
82	Faridah Bte Zakaria	Chief Clerk (Grade 2)	Sungai Kachur Palm Oil Mill	PMAC
83	Johar Bin Talib	Mechanical Fitter (Grade 2)	Sungai Kachur Palm Oil Mill	PMAC



NO	NAME	DESIGNATION	DEPT/ ESTATE / UNIT	LOCATION
1	Nurfarahin binti Misrom	Administrative Assistant	HR & Admin	HQ
2	Ahmad Faeg bin Rohaizad	Assistant Manager	Binu Estate	EMAC
3	Muhammad Nasiruddin bin Mustafa	Assistant Manager	Sisek Estate	PMAC
4	Katerina anak Ugak	Administration Assistant	EMAC Office	EMAC
5	Mohd Faizureen bin Dahwat	Mill Engineer	Retus Palm Oil Mill	EMAC
6	Chin Jai Syn	Senior Mill Engineer	Permai Palm Oil Mill	EMAC
7	Mohammad Firdaus bin Sahda	Mill Engineer	Retus Palm Oil Mill	EMAC
8	Alexander Nicholas Xavier	Head of Logistics	Logistics	HQ
9	Mohd Hazezan bin Abu Bakar	Assistant Manager	Trusan Estate	EMAC
10	Mohammad Azham bin Hassan	Assistant Manager	Pelitanah 3 Estate	EMAC
11	Elyson Jerald Juny	Assistant Manager	Jelai Estate	EMAC
12	Naidatul Nasrin binti Omar	HR Assistant	HR & Admin	HQ
13	Adderley Apin	Assistant Manager	Simunjan Estate	EMAC
14	Muhammad Hafizi bin Md Yusof	Assistant Manager	Pakloh Estate	PMAC
15	Chessy Yugus	Assistant Manager	Pelitanah 5 Estate	EMAC
16	Mas Firdaus bin Maskor	Assistant Manager	Pelitanah 2 Estate	EMAC
17	Mohd Fadzy bin Engan	Manager	Strategic Planning	HQ
18	Ting Su Kieng	Finance Manager	Finance, EMAC	EMAC
19	Mohamad Zamroh bin Mahmud	Head of IT	IT	HQ
20	Mohamad Azmie bin Abd Wahab	Assistant Manager	Trusan Estate	EMAC
21	Inna Nadia binti Indah	Senior Account Executive	Finance, PMAC	PMAC
22	Nur Iffah Maisarah binti Rafidin	Finance Executive	Finance, HQ	HQ
23	Muhammad Abu Hanifah bin Zaini	Compliance Executive	Compliance	HQ
24	Mohammad bin Alwi	CFO	CFO's Office	HQ
25	Nor Anis Syaheera binti Mohd Yusof	HR Assistant	HR & Admin	HQ
26	Siva Perumal Konar a/I Jegathisen	Acting Mill Manager	Melur Gemilang POM	EMAC
27	Fazrul Naim bin Abdul Wahab	Compliance Executive	Compliance	HQ
28	Muhammad Ikhwan bin Ab Ghani	Assistant Manager	Pelanggi Estate	PMAC
29	Nur-Hakimi bin Mohd Nordin	Driver	CFO's Office	HQ
30	Husain bin Alias	Senior Assistant Manager	Pelitanah 1 Estate	EMAC
31	Nur Akamalina Zulkameri	Executive	Legal and Secretarial	HQ
32	Miss Choo Tuong Kee	Executive	Raw Material Procurement	EMAC
33	Clement Anak Ricky Nating	Assistant Manager	Lingga Estate	EMAC
34	Saiful Yusri Bin Othman	Payroll Manager	HR & Admin	HQ
35	Anowar Hasting Laggi	Assistant Manager	Pelitanah 3 Estate	EMAC
36	Ahmad Wajdi Bin Md Yusup	Manager Compensation And Benefit	HR & Admin	HQ
37	Didiamry Bin Daud	Field Conductor	Tanjung Alan 1 Estate	EMAC
38	Mohd Nor Aizan Bin Muhamad Jeffery	Field Conductor	Tanjung Alan 2 Estate	EMAC
39	Reynold Thompson Anak Jeffery	Field Conductor	Tanjung Alan 1 Estate	EMAC
40	Nurul Faezzah Binti Mohammad Zainuddin	Weightbridge Clerk	Binu Palm Oil Mill	EMAC
41	Bugek Anak Massam	Laboratory Assistant	Retus Palm Oil Mill	EMAC
42	Mohamad Fakhruddin Bin Mohd Samsuddin	Security	Serasa Estate	PMAC
43	Muhammad Nur Hakim Bin Che Deraman	Security	Serasa Estate	PMAC
44	Suhardi Bin Roni	Boilerman	Sungai Kachur Palm Oil Mill	PMAC

“Work hard for what you want because it won't come to you without a fight. You have to be strong and courageous and know that you can do anything you put your mind to. If somebody puts you down or criticises you, just keep on believing in yourself and turn it into something positive.”

TPB RESEARCHERS INTRODUCE ‘BIG GUNS’ FOR THE FIELD



18 Dec 2018 – The Technical and Advisory Department recently hosted an R&D Conference 2018 to share their findings and present revolutionary approaches to increase crop yield. The meeting also focused on the implications and consequences of the research findings in terms of agronomic aspect.

The programme was held at Hotel Istana and was officiated by Datuk Seri Johari Abdul Ghani. Among the other attendees were TPB CEO Charles Chow and Head of Technical and Advisory Dr. Liew Voon Kheong. The event was also attended by the Senior Managers of TPB.

The conference began with the presentation of agronomy reports from regional managers, followed by presentations scrutinising on the

issues of agronomy and crop protection, crop protection and fertiliser logistics, tissue culture and GPS remote sensing.

The team also discussed on the latest development in pest and disease control. New approaches have been inaugurated to

Aside from that, the research team is currently looking into the prospects of tissue culture in oil palm plantation to produce superlative breeds and to maximise crop yield.

A mini exhibition was set up by our agronomic



reduce rodent outbreaks and proliferation of Ganoderma, as well as optimal manoeuvring of fertiliser. The research team also presented on the drone technology used in managing oil palms such as Batu Putih Estate and Sisek Estate.

suppliers, Agromate and Humibox, to showcase various products used in the field, such as pre-eminent fertilisers and pest control products.





October 2018 – Kuala Suai Complex was recently visited by YBhg Datuk Seri Johari Abdul Ghani, TPB CEO Charles Chow and General Manager of East Malaysia Sa'idon Senik. Tanjung Payung Estate, Kuala Suai Estate, Mutiara Estate and Kuala Suai POM were among the estates that were included in the tour.

The primary aim of the visit was to introduce the mechanisation system applied in estate operations, or more specifically the Canycom Bin System (CBS) as well as insights into the estates and POM operations.

Their journey began with a mill visit at Kuala Suai POM, followed by a field visit to the estates. During the field visit, a demonstration on harvesting operations and infield fresh fruit bunch (FFB) evacuation by using the CBS and conventional FFB evacuation via usage of traditional wheelbarrows. The FFB evacuated from the field was then loaded into a 10-metric-ton bin and shipped to the mill via prime movers.



Special gift from Suai Complex to YBhg Dato Seri Johari.



They recommended the tour by visiting the exhibition site briefed by the CEO and GM. The exhibition site displayed pertinent showcase items including common beneficial plants in oil palm plantation, major oil palm pests, pest-endangering parasitoids, harvesting tools as well as samples of FFB grading criteria and equipment.

The programme ended with a photography session together with the management team and the field staff. A wooden carving engraved with a picture of a Canycom vehicle was presented to Datuk Seri Johari as a token of appreciation.



7 Dec 2018 – December 7th marked an eventful night for TPB as Kuala Suai Complex was announced as the winner for the Malaysia's Palm Industry Awards 2017/2018 at MPOB's Night of Excellence 2018. As an outcome of the monumental effort and intricate agricultural practices by the Kuala Suai management, they have been deservedly awarded as the winner of Malaysia's Palm Industry Awards 2017/2018.

The forefronts of Kuala Suai Complex, Senior Manager Abdul Latif Abdul Malik and Tanjung Payung Estate Manager Meor Muhammad Ariq Ishak Abu Hassan beamed with pride as they were presented the official certificate by Minister of Primary Industries YB Teresa Kok.

Kuala Suai Complex is a cluster of four entities; Kuala Suai Estate, Tanjung Payung Estate, Mutiara Estate and Kuala Suai POM. Abdul Latif and Meor has a combined experience of 46 years; the dynamic duo manages the estates and oversees optimal agronomic practices to ensure optimum production of yield.

Sporting an average FFB yield of 29.70 tonne per hectare and an average OER of 19 per cent in the year 2017, this complex had successfully made its mark in the palm oil industry and proved itself as a force to be reckoned with among industry players.





Measures of a well-established and managed oil palm nursery at Binu Complex.

Here at TPB, mother nature’s flora and fauna is something we hold very dear at heart. But in the plantation universe, some pests may pose as a huge threat in the agricultural sector. Ineffective control of oil palm pests may lead to significant yield decline due to severe defoliation.


Here are some sneaky pests you may find in the estates:

01



Leaf-eating Caterpillar
Targets - Oil palm leaves
Treatment - Insecticide spraying method
- Trunk injection

03




Rat
Targets - Fruit bunches
- Loose fruits
- Inflorescences
- Seedlings and immature oil palms
Treatment
- Rat baits
- Barn owls

05




Rhinoceros Beetle
Targets - Young, mature and immature oil palms
Treatment
- Insecticide spraying method
- Pheromone trapping

02



Termite
Targets - Meristematic tissues on of young palms
Treatment
- Insecticide spraying or drenching method

04



Bunch Moth
Targets - Immature palms in unsanitary environments
- Fruit bunches
- Loose fruits
- Inflorescences
Treatment
- Insecticide spraying method
- Senescence frond pruning



Tinabau Estate
Mohd Tahir Bohari



Serasa Estate
Qatrunnadiah Abd Aziz



Kuala Suai POM
Abdull Hanif Abdull Rahman

LITTLE ANGELS



Say hello to these adorable mini TPB-ians!



SBU Northeast
Mohd Asmawi



Bukit Kledek Estate
Deeness Ramasamy



Gadek Estate
Wan Mohd Hariry



Sg Kachur POM
Mohammad Hafiz



Sg Lebak Estate
Mohamad Adli Aiman



Bukit Kledek Estate
Mohd Faiz Idham



PMAC Office
Izyan Nabilah Ayub



HQ Office
Muhd Abu Hanifah



EMAC Office
Li Mey Fey



Bukit Kledek Estate
Mohd Dasuki



Bukit Kledek Estate
Jobil Soropon

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