

FROM GOOD TO GREAT AND LASTING



# AgroMatters

*What matters now, matters in the future*

7th Issue, Apr 2019 - Jul 2019



## TPB REPLANTS SEEDLINGS FOR A STELLAR GENERATION OF CROPS

**Tackling Protuberant  
Issues in the Field  
for Optimum Yield** *Page 16*

**MUST READ!**

**TPB Does Its Part in Saving  
the Orangutans** *Page 9*



LOCATION: Nursery at Trusan Estate

## Contents

**TPB Replants Seedlings for a Stellar Generation of Crops** /14

TPB Teams Up with Pongo Alliance in a Heroic Mission to Rescue the Orangutans /9

TPB Celebrates a Flamboyant “Glamouraya” /10

Spotlight on Hamirun Osman and Mohd Azmil Mostapa /12

Tackling Protuberant Issues in the Field for Optimum Yield /16

---

### The AgroMatters Team

<b>Editor in Chief</b>	Kamarul Amirudin
<b>Editor</b>	Atiqah Diyana Mohd Tahir
<b>Creative Director</b>	Muhamad NorHasyraf Hamzah
<b>Contributor</b>	Hasbullah Hassan Abdul Majid Abdullah Noorhafis Suleiman Abd Samad Sha'ari Mohamad Izali Majid Nazim Basiron Muhammad Pandakan Ayub Jiha Maznan Che Meng
<b>Published By</b>	Tradewinds Plantation Berhad Lot 6875 Jalan Kerja Ayer Lama, Ampang Jaya, 68000 Ampang, Selangor



Follow **tpbmediamy**

---

### 7th Issue

We welcome your feedback or if you wish to contribute to the content, kindly email to [corpcomms@tpb.com.my](mailto:corpcomms@tpb.com.my)



A green sanctuary at Trusan Estate's nursery.  
Location : Lawas Sarawak

## EDITOR'S NOTE



### **POSITIVITY, PERSEVERANCE AND VALIANCE AMONGST DIFFICULT TIMES**

We march into the second quarter of the year amidst the wavering CPO prices which had severely affected the performance of numerous companies in the plantation sector. TPB is definitely not spared from the wrath of this price drop. Nevertheless, strive forward we must, with positivity, perseverance and valiance for when the market recovers, we are bound to reap bountiful returns from all our hard work!

In this edition, we will delve into three main highlights scrutinising on Focused Management, Replanting and Pongo Alliance Partnership along with other plentiful current events. The topic of Focused Management will explore how effective management of controllable yield factors can ensure the company's performances continue to endure the tests of time. We will also be zooming in on the company's current replanting progress, followed by baby steps we have taken in giving back to the nature via our partnership with Pongo Alliance in a heroic mission to rescue the orangutans.

On that note, let's all do our best to thrust TPB forward and achieve greatness together for a sustainable future. From Good to Great and Lasting!

*Kamarul Amirudin*

IT'S ALL ABOUT THE DURIAN CRAZE!



**5 July 2019** – Durian season is here and TPB-ians could not have been more excited for this jolly time of the year! Many assorted durians were harvested from the estates of Johor, ranging from local durians to the ever-so-creamy Musang King to be shared amongst the employees. Just one whiff of the king of fruits is enough to gather all the departments together and bond under one roof. This mini durian fest is not only to share the fruits of labour with everyone, it is to encourage togetherness and to instil the spirit of *esprit de corps* among employees of all levels.

FUTURE AGRONOMISTS IN AWE OF TPB ESTATES



**15 May 2019** – The students from UiTM's Faculty of Plantation & Agrotechnology toured our Kedahan estates in recent months to gain exposure and expand their knowledge on estate operations. The group of 80 were chaperoned by SBU Northwest Senior Manager Azam Razali Atan alongside other managers and assistant managers, who shared vivid insights on the operations of the palm oil and rubber plantations within the estates. Among the premises that were included in the tour were Bukit Ketapang, Sungai Seraya and Tanah Merah Estate.

SARONG SHOWDOWN ON LABOUR DAY



**1 May 2019** – Labour Day calls for a celebration as all employees nationwide rejoice on this merry holiday! In light of this special day, over 500 estate employees along with their family members participated in a telematch organised by SBU Kuching. Cheers and laughter echoed through the field as participants competed in a series of mini games such as Tug of War, Balloon Blowing for kids and the whimsical Sarong Soccer Showdown where players had to play football in *sarongs*! The Sg Krang team was crowned as the

THE BATTLE OF THE CHAMPIONS AT TPB'S FUTSAL FEVER



**26 April 2019** – With the current ubiquitous bubble tea craze in trend stores popping up in every corner in town, it's no wonder more and more people are opting for a healthier lifestyle. That includes us here at TPB, we're always up for a good sweat! In spirit of fostering a healthier lifestyle, we had recently hosted a soccer tournament at Sports Planet, Ampang. Among the contenders include Tradewinds Malaysia, Tradewinds Corporation Berhad, Central Sugars Refinery, BERNAS, Mardec and DRB-HICOM. The teams had put up a fierce fight altogether, making it a close-run competition. In the end, TCB and TPB were the victors for the male and female categories respectively.

TPB BREAKS FAST WITH THE CONSULATE GENERAL OF THE REPUBLIC OF INDONESIA



**15 May 2019** – The holy month of Ramadan encourages us to build relationships and strengthen ties with one another. In spirit of honouring the fasting month and its decorous values, Tanah Merah Estate extended a warm welcome to the Consul General of the Republic of Indonesia Iwanshah Wibisono into its humble premises for an iftar session together with the estate staff and Indonesian workers. A resolute connection was formed between TPB and the Consulate General of the Republic of Indonesia as the two parties broke fast and dined together that momentous evening.

overall champion of the tournament, followed by Gemilang Estate with a close margin. Lucky draw contest winners on the other hand returned home with brand new electronic goodies such as TV sets and washing machines, how lucky!



TRAINING ESTATE "SOLDIERS" TO SEIZE THE FIELDS



**April 2019** – "I hear and I forget. I see and I remember. I do and I understand." These words of wisdom from the renowned scholar Confucius emphasises on the importance of hands-on learning. Here at TPB, we aim to breed top-class field workers with excellent skills for optimum on-ground performance. Hence, field trainings are conducted sporadically for workers to master the fine art of estate maintenance. The second quarter of the year was a busy one for Judan and Petian Estate, as several trainings were conducted periodically from April to June. The three-month span trainings included demonstrations on pruning and FFB harvesting, manuring using zinc sulphate and copper sulphate, circle and selective spraying techniques, pest spraying techniques as well as crop quality examination.

LET THE VOTING FOR PEMILU 2019 BEGIN!



**17 April 2019** – Just when we think that election fever had just subsided in our homeland, our fellow neighbours from the continent of Indonesia were just getting fired up for their Presidential Election (Pemilihan Umum or Pemilu). Similar to Malaysia's General Elections, the Indonesian Presidential Election is held every five years and it is mandatory for every Indonesian aged 18 and above to vote for the nation's next leader. That includes Indonesian workers from TPB, who casted their votes at voting booths scattered across the estates in East Malaysia such as SBU Pelitanah and SBU Kuching. For instance, our estates in Kuching such as Melur, Gemilang and Sg Krang Estate had a whopping total of 1,150 voters. According to the results were announced on 28 June, the presidential candidates with the highest votes were Joko Widodo and Ma'ruf Amin, who won by a slim margin of 55.5% – 45.5% against opponents Prabowo Subianto and Sandiaga Uno.

Presidential Election is held every five years and it is mandatory for every Indonesian aged 18 and above to vote for the nation's next leader. That includes Indonesian workers from TPB, who casted their votes at voting booths scattered across the estates in East Malaysia such as SBU Pelitanah and SBU Kuching. For instance, our estates in Kuching such as Melur, Gemilang and Sg Krang Estate had a whopping total of 1,150 voters. According to the results were announced on 28 June, the presidential candidates with the highest votes were Joko Widodo and Ma'ruf Amin, who won by a slim margin of 55.5% – 45.5% against opponents Prabowo Subianto and Sandiaga Uno.

CLC CELEBRATES ITS SECOND YEAR ANNIVERSARY



**11 January 2019** – Today's generation of children are the hope of tomorrow. Every child deserves an education, and Trusan Estate's Community Learning Centre (CLC) was established to serve that purpose. January 2019 marked an imperative milestone for the CLC as it celebrated its second year in running. The management of Trusan Estate's CLC caroused the eventful day with a celebratory cake and fun activities with over 50 children such as poem recital and Bugis cultural dance performance. It has been two years since the CLC was first founded, and has provided fundamental education to many children of the estate employees ever since.

NIOSH TEAM TESTS PROTOTYPE MACHINE ON MAWAR ESTATE GROUNDS



**22 April 2018** – The National Institute of Occupational Safety and Health (NIOSH) visited the premises of Mawar Estate to conduct a research on health hazards and control exposure for the plantation sector using prototype machines invented by NIOSH. The field studies were performed continuously for two days. The first field study revolved around a prototype machine for chemical hazards, specifically the use of Chemical Class 1 Methamiphodos for bagworm treatment. The second test involved the use of an ergonomics-based prototype machine on drivers and loaders during their FFB collection. By running these tests via their newly built prototypes, NIOSH would be able to identify potential hazards faced by the plantation sector, specifically issues concerning chemical hazards and ergonomics.

DUAL CELEBRATION FOR GAWAI RAYA FUSION AT PELITANAH

**27 June 2019** – Why celebrate only one holiday when you can enjoy two festivities with double the fun! That's one of the perks of being Malaysian; we get to celebrate different festivities right here in the cultural melting pot of multiple ethnicities and races. In conjunction with Hari Raya and Harvest Festival, Pelitanah Complex hosted a festive get-together for its staff and family members at the premises of Pelitanah 1 and Pelitanah 2. Guests were clad in traditional attires and dined merrily with their loved ones. They also enjoyed an incandescent firework display followed by hearty karaoke performances.



GET READY TO FIGHT WITH FIRE!



**2 April 2019** – On average, about 6,000 premises are destroyed by fire every year. Of these, between 120 and 150 people perish in fires annually according to the Fire and Rescue Department (FRD)'s statistics. That is why basic know-hows on extinguishing fire may come in handy in case of emergencies. 39 participants from our estates across Kuching attended a fire-fighting training conducted by Senior Fire Officer Julie Umar of Serian Fire Station. The men were given lessons on basic safety procedures during a fire and methods of handling the fire extinguisher. The fire brigade representative also demonstrated a fire simulation and performed a fire drill.

JOCKS OF TPB KICK OFF THE MONTH OF APRIL WITH SPORTS FIESTA



**16 April 2019** – It was an adrenaline rush for the sport junkies of Kuching Estates as they competed in a Sports Event held at Complex 1 in April. Over 400 participants contended in several games including football, volleyball, *sepak takraw* and ping pong. The winner of the football match was Team Gemilang B, while the *sepak takraw* game was dominated by Team Melur A. The victors for the volleyball match were Team Garuda and Team Sg Krang for the male and female category respectively. Team Sg Krang conquered the ping pong match by winning both single and double categories. The winners returned home with handsome rewards of medals and hampers.

MELUR GEMILANG PARTAKES IN GOTONG-ROYONG FOR SURAU EXTENSION



**15 May 2019** – With Raya celebration just around the corner, the current *surau's* capacity of Melur Gemilang would not have been able to accommodate the large number of Muslim residents for Raya prayers. Hence, MGSB residents worked collectively in raising funds for the expansion of the *surau*. The sum of donation collected amounted up to RM 1,880.60. They assembled and collaborated in cleaning the *surau* before proceeding with the painting and enlargement of the space. The primary objective of the expansion was to accommodate a large number of occupants during Friday prayers and special occasions.

TPB CONQUERS THE BOWLING LANES OF KUCHING



**6 April 2019** – What better way to sweat off calories than a good old game of bowling? A bowling tournament was recently organised by Kelab Sukan Alam Sekitar Sarawak (KESSAR) from the Department of Environment Sarawak (DOE) at Megalanes Batu Kawa, Kuching and SBU Kuching participated as representatives of TPB. TPB triumphantly reigned as the champion for the Group Category, followed by runner-up Sarawak Energy. SBU Kuching Senior Manager Abd Majid Abdullah stole the show and managed to win first prize under the Individual Category, with Melur Gemilang POM coming in second. The winners walked away with cash rewards along with beaming smiles on their faces.

SECURITY TEAM UPS THEIR DEFENSES



**1 May 2019** – The security team marched vehemently across the Tg Melano entrance during one of the security training conducted by Sg Mangga Estate Manager Hamizan Harun recently. The security team encompassed of the auxiliary police, watchmen and the ASAS security personnel. The three-hour training consisted of basic marching and briefing on security procedures at Static Guard Post, patrolling procedures, daily tasks and emergency measures.

INSTILLING GRATITUDE ON THE BLISSFUL HOLIDAY OF NUZUL AL-QURAN

**22 May 2019** – In conjunction with the Muslim holiday Nuzul Al-Quran which coincides with the fasting month, SBU Kuching organised a talk to increase knowledge and deepen the understanding of Nuzul Al-Quran and Ramadan among Muslim workers. The talk was given by Ustaz Raja'ie Pawi of SK Tanah Puteh who highlighted on the importance of Nuzul Al-Quran and the benefits of performing the act of fasting during the holy month.



SHARING A GLIMMER OF HAPPINESS WITH ESTATE WORKERS



**25 May 2019** – Even the smallest act of kindness can mean the world to another. In the spirit of the fasting month, Melur Gemilang Sdn Bhd gave away food rations to its employees and field staff as small gifts for Ramadan. Each worker received 1 kg of rice and 1 whole chicken. The workers were more than grateful upon receiving the goods and TPB was glad to spread even the tiniest hint of joy to those in need.

TPB TEAMS UP WITH PONGO ALLIANCE IN A HEROIC MISSION TO RESCUE THE ORANGUTANS



Malaysia is home to some of the richest and biodiverse rainforests in the world. High levels of endemism are especially found in the tropical forests in Malaysian Borneo's mountains. Our country hosts approximately 20 per cent of the world's most unique and iconic endangered species of terrestrial fauna, such as the Sumatran rhinoceros, the Asian elephant, the Malayan tiger and the orangutan.

However, these wildlife creatures are in grave danger. In the last 20 years, over 3.5 million hectares of Indonesian and Malaysian forests have been utilised to make way for the palm oil industry. Almost 80 per cent of orangutan habitat has disappeared in the last 20 years. The math estimates that we are losing over 6,000 orangutans a year. And Tradewinds pledges to make a monumental effort in saving these majestic creatures.



In conjunction to this alarming issue, Tradewinds has paired up with PONGO Alliance recently in the efforts of making resilient landscapes for both wildlife and people by seeking ways to allow lands outside protected areas to play a role in conserving wildlife. A special talk was held on 11 July 2019 at the grounds of Batu Putih Complex in Sabah to discuss the best approaches to serve both the orangutan species and the palm oil industry.

Among the special guests who attended the event were Project Director Dr. Felicity Oram, Executive Director Datuk Dr. John Payne, Field Coordinator of Kinabatangan Mr. Pravind Segaran and TPB CEO Charles Chow.

PONGO Alliance aims to create a paradigm shift in agricultural practice that reframes the oil palm industry as one that supports rather than abolishes orangutan habitats. Yes, oil palm is usually developed at the cost of biodiversity. Luckily, there are ways to mitigate losses by creating conditions for some species of wildlife to manage within a mixed forest and plantation landscape.

Some species of orangutans can live in plantations if the practice of monoculture is reduced. Observations in recent years show that some orangutans spend part of their time in oil palm plantations, including mothers with babies, as well as travelling males. It is suggested that the younger generation of orangutans could learn to live in a mix of oil palm and forests, given that correct measures are implemented to provide more orangutan foods on a large scale within plantations and to prohibit people from harming or removing orangutans from palm oil plantations. Targeted areas within the plantation site such as oil palms along the riverside may be used as a substrate for adding orangutan food plants at low cost and minimal maintenance.



# TPB CELEBRATES A FLAMBOYANT “GLAMOURAYA”

Lemang season finally came and everyone here at TPB was on cloud nine! Rocking the theme of “Glamouraya” this year, TPB-ians were clad in an array of rainbow-hued traditional Malay wear in conjunction with this festive season.

While green packets, lanterns, *kuih raya*, *ketupat* and *rendang* remain as the showstoppers of Aidilfitri, the authenticity of Raya truly lies in the spirit of togetherness among family and friends. It’s TPB’s favourite time of the year as we gather together to celebrate this jolly holiday despite different racial backgrounds and cultures.

TPB recently hosted its annual Raya Open House right at its Headquarters on 27 July 2019. The event was graced by the presence of TPB CEO Charles Chow and was attended by over 150 guests along with significant business associates including Avis, Kubota and Humibox.

The Raya Open House was spiced up with special acts by guest singer Aji Kolumpo who entertained the crowd with a good mix of catchy Raya tunes and current billboard hits. The audience hummed and sang along as they feasted on a plethora of all-time favourite Malay dishes such as lontong, roasted mutton, laksa, ketupat palas, sticky rice and not forgetting the highly sought-after beef and chicken satay.

It was a dual celebration as the birthday babies for the month of April, May and June blew out their celebratory candles and received special gifts from TPB. At the end of the celebration Norkassidi from CEO Office and Nor Izzati from CFO Office were crowned as the best dressed male and female of the event.



# With HAMIRUN OSMAN

Deputy General Manager of Mill Operation



Life is all about welcoming and overcoming challenges to propel ourselves forward, and that's what working in Tradewinds Plantation is all about for Deputy General Manager of Mill Operation, Hamirun Osman. This engineering whiz loves a good challenge and doesn't see these hiccups as obstacles but as stepping stones that can sharpen his skill sets.

Born and bred in the humble town of Malacca, Hamirun was a sports enthusiast in his early days. Aside from his penchant for athletic activities such as badminton, soccer and sepak takraw, solving mathematical equations is also Hamirun's cup of tea. His love for math and problem-solving geared him towards the path of engineering, which led him to his current position at this very day.

**What drives you to excel in this career?**  
Aligning the company's visions and core values with my own is one of the motivations that drive me to skyrocket in my career. It also serves as a self-encouragement as I learn that my relentless effort is skewed towards the correct path. That is why achieving success is vital for both organisational level as well as personal growth. As a humble human being, there will be times when you come across stumbling blocks and the feeling of stagnation is inevitable in a certain point in life. However,

**What are some of your favourite moments during your career?**

One of the highlights of my career journey with Tradewinds is when I successfully united the community of Binu Complex and achieved the highest OER in history of the company. The biggest reward was not the highest OER achieved at the time, it was the spirit of unity fostered and it made us feel like one big family within the complex.

**What are some hurdles that you have faced in your years of service?**

One of the bigger bumps I've hit along the road is definitely dealing with statutory bodies and government-linked authorities. With more stringent regulations after the reign of the new government, new technologies must be explored in solving arising issue. In addition to the exploration of new technologies, the cost for developing and funding these researches are proven to be quite exorbitant and poses as a monetary challenge due to the low CPO prices in the current market as well as organisational budget restraints. The price drop in CPO is rather unfortunate, but unsurprising as palm oil experts have forecasted that CPO prices will plummet every ten years. It all comes down to adequate preparation especially in terms of cost control



Hamirun celebrating Raya with his beloved family

these impediments do not demotivate me or inhibit my self-development, but they reinvigorate my drive to supersede my current performance instead. The sweet, succulent scent of success is what fuels the fire in me to recover and learn from past ignominies.

and productivity levels. We must focus on other sources of income such as converting by-products at the palm oil mill into revenue sources.

**DID YOU KNOW?**

1. Hamirun is an avid fan of his wife's cooking and surprise, surprise – apparently he is an excellent chef himself!
2. Believe it or not, Hamirun is a die-hard fan of the band Metallica? He appreciates rock music as the rhythm calms his nerves and soothes his soul.

# With MOHD AZMIL MOSTAPA

Senior Assistant Manager of Tinabau Estate

There are no shortcuts or cheat codes in the path of attaining success. However, if one chooses to journey through the road untaken and endure initial turbulences, one will taste the fruits of one's labour. Take Johor-born Mohd Azmil Mostapa for instance; despite growing up in a destitute household of 13 siblings, this 36-year-old gentleman managed to overcome the rocky trials in his early career and gained bittersweet memories along the way before getting to where he is today.

The Senior Assistant Manager of Tinabau Estate certainly did not have it easy during his childhood years. After graduating high school, he started a small business by selling candy, snack crackers and beverages at a roadside stall for almost three years before kickstarting his career as a general worker under the Planting Material Unit for Guthrie Berhad. The following year he decided to test waters as a bunch checker and later on progressed as a field supervisor. In January 2010, Azmil was posted to Gadek Estate upon joining Tradewinds and four years later he was upgraded as a Cadet Assistant. Till this date, Azmil remains as one of the backbones of TPB as he enters his decennial jubilee.



A young Azmil after the convocation of his degree in plantation management

classes and managed to obtain my degree after two and a half years of relentless tenacity, not to mention that I was blessed with an amazing support system and endless motivation from my wife, my family and my Assistant Supervisor.



Azmil (Third from the right) in action at Tinabau Estate

**Share with us some of the uphill battles you faced in your career journey from zero to hero.**

My career path has definitely been a challenging one, especially when I've only completed my education at O-levels. Enter 2011; I was fuelled with blazing determination to acquire a degree in plantation management. Coupled with substantial savings and my first ever bonus from Tradewinds, I set afire onto my passion and enrolled myself in a plantation course with AeU University. I sacrificed my time with my family every weekend to attend

Currently I am stationed at Sabah and there are nights when I long for the warm company of my family, but I will have to persevere and brave through along my career path albeit separation being the hardest challenge for me.

**What was the hardest challenge in your journey to become what you are today?**

My biggest kryptonite was definitely modern technology. I was never a tech-savvy person to begin with, and I was computer-illiterate at the beginning of my studies. The first week was probably a walk in the park for some

other students, but not in my case – believe it or not, the only thing I trick I've learned during the first three days was how to switch on the computer! Those really were the most challenging times in my days Nevertheless, that never stopped from wanting to better myself. Thanks to my immense passion for the field, I pushed my limits and I am more than grateful my computer literacy skills have improved over the years.

**What are you tips and tricks to success?**

To succeed, a man must know no fear and timidity. In addition to that, time management is a crucial key in building a budding career. Admittedly, a strong support system plays a huge role too, as I would not be where I am today without the important figures in my life. Now, I always encourage my fellow supervisors at Tradewinds who receive the golden opportunity to enroll in the ISP Programme to partake in the course as they are the lucky chosen ones and would not have to fork out any monetary capital as I did back then, just time.



Azmil spending quality time with his beloved wife and daughter

**What do you do in your spare time?**

Undeniably, I'm a family man. I spend time with my family as much as I can whenever possible as my work nature may not offer me the luxury of time. I also enjoy team bonding activities with other workers as it makes me feel like we're having family fun time.

**DID YOU KNOW?**

Azmil's motto in life is "If they can do it, so can I."

This inspirational mantra is what motivates Azmil to enhance his skills and achieve greater milestones in his career.

# TPB REPLANTS SEEDLINGS FOR A STELLAR GENERATION OF CROPS

**I**n agricultural practices, the replanting method is a common exercise for optimum yield. The replanting process starts by growing seedlings in a protected environment such as a nursery beds, which are later replanted to another location outdoors.

This horticultural technique is executed for several reasons, mainly to extend the growing season by cultivating the seedlings indoors before moving it outdoors when conditions are favourable. This neat trick shelters young plants from diseases and pests until they are sufficiently established, as well as preventing germination technicalities by setting out the seedlings rather than direct seeding. This practice is also advantageous in cost minimisation of seedling purchase from external sources.

Coupled with a mission to produce high quality planting materials for high potential crop yield, Tradewinds is in the midst of conducting a replanting exercise for oil palms, targeting a coverage area of 905.15 hectares. These replanting areas include Trusan Estate and Tinabau Estate in Sabah, as well as Binu Estate and Jelai Estate in Miri. The current total hectareage for the replanting exercise in both Peninsular and East Malaysia amounts up to a whopping 8,396 hectares!

The first batch of seedlings was disseminated in Trusan Estate in early 2018 to accommodate this replanting programme. The nursery was built on peat soil via felling and stacking of oil palm trees; this is to make space for the installation of irrigation pipes and placement of polybags, as well as road constructions to facilitate access to the seedlings. Currently, there are 24 seedling batches in the nursery which comprises of Sawit Kinabalu and AAR progeny seedlings.

Water management poses as a challenge when it comes to dealing with the nursery on peat soil. Careful handling of bunds and water gates must be implemented to retain water in ponds for nursery irrigation as it may be difficult to manage in peat soil areas.

Currently, the land preparation for the pre-replanting phase has been conducted on 3,406 hectares of land thus far.



**DID YOU KNOW?**  
The nursery was built on a 22-hectare land with a capacity of 229,285 seedlings!  
Imagine a long stretch of seedlings that goes on for miles and miles!



LOCATION: Replanting exercise at Binu Estate





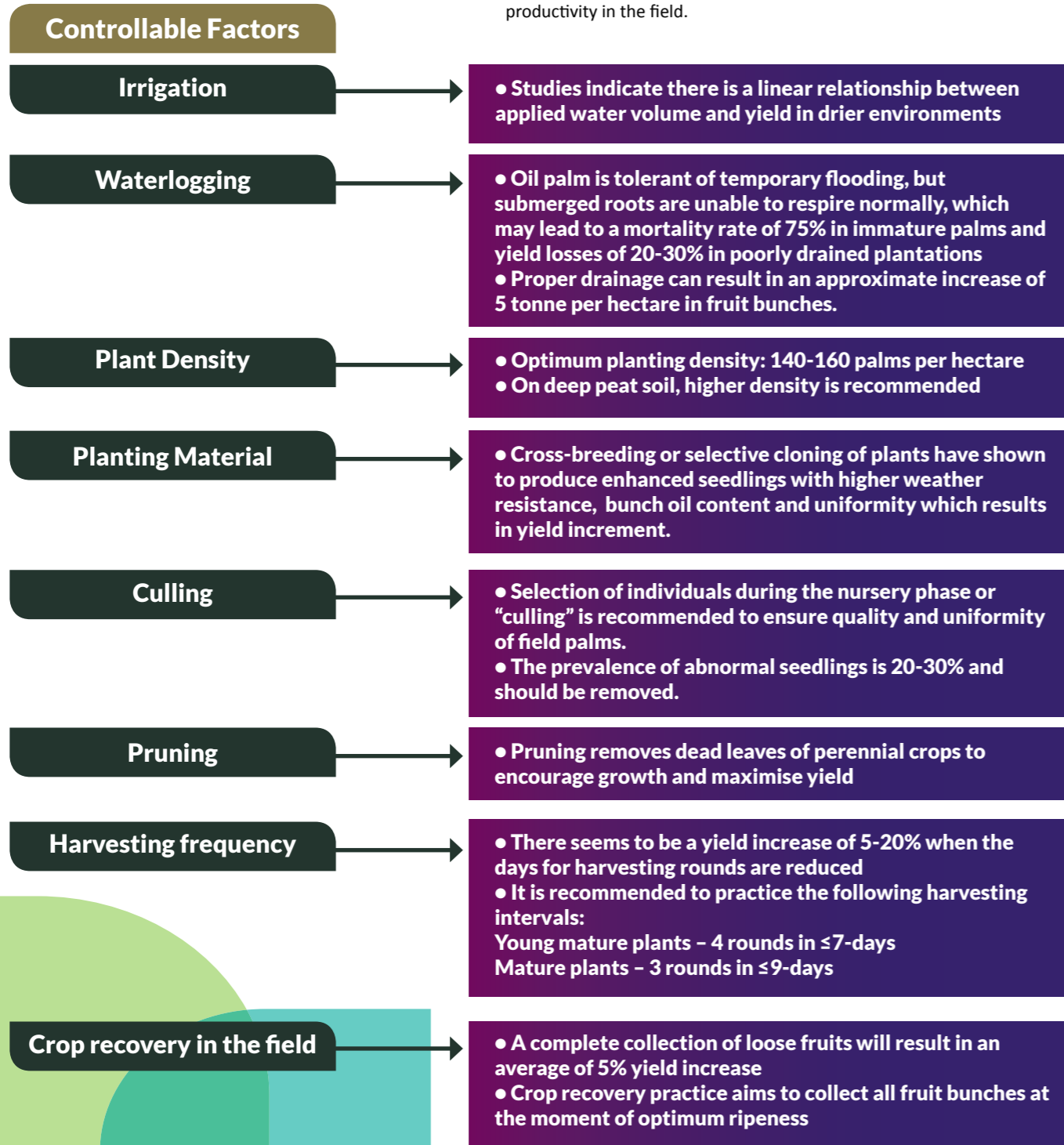
# Tackling Protuberant Issues in the Field for Optimum Yield

The palm oil industry remains as one of the prominent contributors in the Malaysian economy, making Malaysia the second largest palm oil producer in the world right after Indonesia. Oil palm, currently the world's primary vegetable crop, is characterised by a massive productivity and a long lifespan. It is an industry that can withstand the trials of time. However, the current economic dip coupled with the shaky CPO prices may have adverse effects on the yield production as well as the long-term sustainability of the industry.

### Emphasising on yield-limiting factors

The nature of palm oil production typically comes down to dollars and cents and is dependent on yield productivity. Evidently, there will be a substantial crop increase if higher emphasis was given on yield improvement. For instance, just by simply improving the recovery of 10 bunches per hectare based on TPB's total coverage area; there will be a significant increase in gains of presumably RM6.6 million. This in turn, will reduce the cost of production as well.

Here are some variables that should be focused on to maximise yield and productivity in the field.



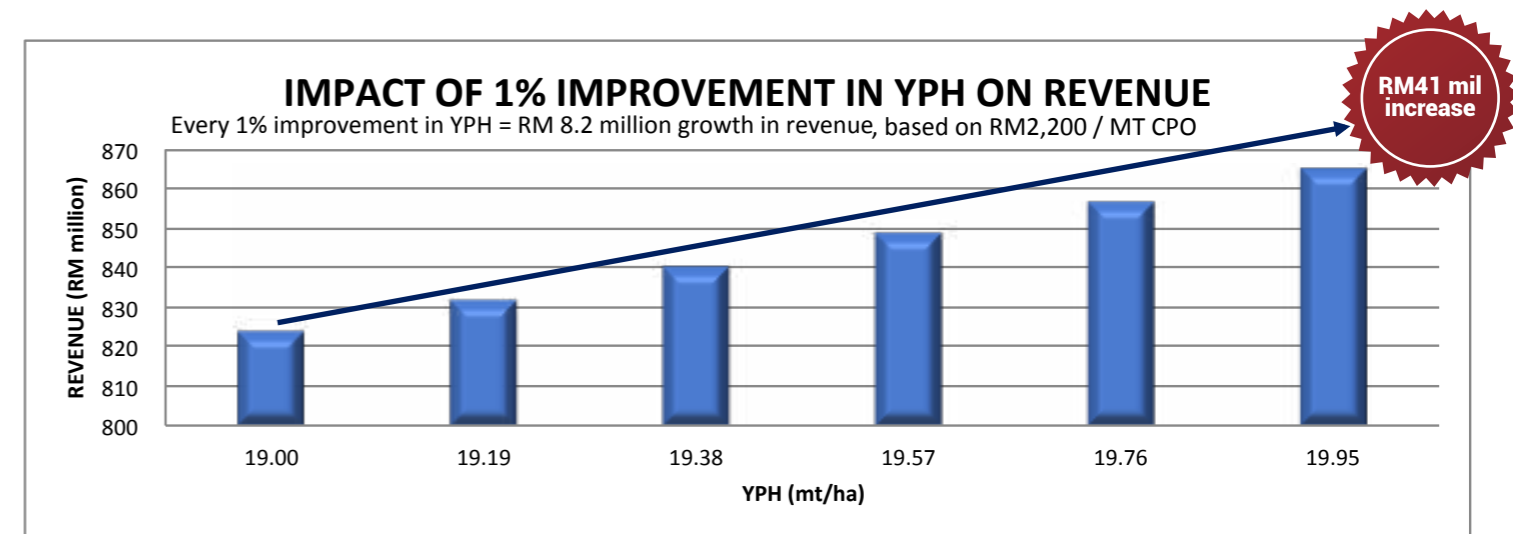
### Determinants of Yield – Focused Management

However, like every other industry, there are certain factors that may limit productivity. It is important to highlight on underlying and existing yield gaps and address them accordingly to improve yield output.

Here is a depiction of the factors that contribute to yield and losses in a plantation and their direct outcomes.

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>✓ Exercise focused management &amp; structured approach to manage yield improvement opportunities</li> <li>✓ Plan a regimented approach with timely &amp; regular monitoring and follow-up</li> <li>✓ Be consistent at work to ensure high productivity levels</li> <li>✓ Implement the SMART approach – Specific, Measurable, Achievable, Result-oriented, Time-bound</li> <li>✓ Adapt a high sense of urgency for task completion</li> <li>✓ Practice anticipative management to prevent unwanted incidences</li> </ul> | <ul style="list-style-type: none"> <li>✗ Avoid disorderly management with no proper framework as it will hinder planning processes and deteriorate yield improvement</li> <li>✗ Do not practice incongruence at work as it kills productivity</li> <li>✗ Avoid any unnecessary delays in accomplishing tasks</li> <li>✗ Do not practice the act of "looking but not seeing" an issue, one must learn the ability to both identify, comprehend and address a problem</li> </ul> |
|--|--|

POSITIVE OUTCOMES	NEGATIVE IMPACTS
<ul style="list-style-type: none"> <li>Improvement in increase of yield</li> <li>Increased productivity levels and higher quality performance</li> <li>Lower cost of production</li> <li>Improved cash flow</li> <li>Higher profit margins, salary increment and attractive bonuses</li> <li>Rise in morale and motivation</li> <li>Sustaining high yield</li> </ul>	<ul style="list-style-type: none"> <li>Declination in yield</li> <li>Decreased morale and reduced output levels</li> <li>Higher cost of production</li> <li>Poor cash flow and low profits</li> <li>Increased stress levels</li> <li>Deterioration in health</li> <li>Affects industrial reputation</li> <li>Hinders innovation</li> </ul>



## LEVEL UP

Cheers to our newly-promoted colleagues!

NO	NAME	DESIGNATION	DEPT/ESTATE/MILL	LOCATION
1	Mohamed Zlie Bin Kurio	Senior Assistant Manager	Judan Estate	EMAC
2	Jusli Bin Tawarid	Senior Assistant Manager	Batu Putih Estate	EMAC
3	Nur Amira Binti Mislan	Chief Clerk	Agromaju Estate	PMAC

## NEWBIES CORNER

Say hello to these fresh faces of TPB!

NO	NAME	DESIGNATION	DEPT/ESTATE/MILL	LOCATION
1	Che Rahmat Hafiz Bin Che Remeli	Facility Executive	HR & Admin	HQ
2	Ahmad Radhy Bin Abdullah	R&D Executive	R&D (HQ)	HQ
3	Ahmad Farid Bin Ahmad Fuad	Executive	Project & Contract Management	HQ
4	Yew Ker Ming	Sustainability Executive	Sustainability (Bdr Tenggara)	PMAC
5	Harushani Bin Parzi	Assistant Manager	Ulu Sebol B Estate	PMAC
6	Heroney Bartholomew Anak Dilai	Assistant Manager	Pelitanah 5 Estate	EMAC
7	Manirah Binti Mahmad	Sustainability Executive	Sustainability (Bdr Tenggara)	PMAC
8	Mohd Helmi Afrizul Bin Abdul Samat	Sustainability Executive	Sustainability (Sibu)	EMAC
9	William Rayner	Research Conductor	R&D (Bdr Tenggara)	PMAC
10	Ajreeya Najihah Binti Adnan	Safety Executive	Sustainability (Sibu)	EMAC
11	Felicia Suzan Anak Ijau	General Clerk	Pelitanah 1	EMAC
12	Siti Khomariah Binti Sutejo	PIC	Agromaju	PMAC
13	Muhamad Asraf Bin Khamis	Field Supervisor	Ulu Sebol B Estate	PMAC
14	Mohd Fadhil Bin Mezoo	Store Keeper	Ulu Sebol B Estate	PMAC
15	Mohd Azlan Bin Roshadi	Mill Supervisor	Serasa Mill	PMAC
16	Ahmad Arif Asfar Bin Ayob	Research Conductor	R&D (Bdr Tenggara)	PMAC
17	Muhd Firdaus Bin Mohammad	Sustainability Executive	Sustainability (Sibu)	EMAC
18	Asna Syahirah Binti Mohamad Salihin	Sustainability Executive	Sustainability (Sibu)	EMAC
19	Shah Izlan Bin Jamal	Assistant Manager	Bukit Ketapang Estate	PMAC
20	Richeal Anchom Anak Ajon	Assistant Manager	Simunjan Estate	EMAC
21	Nelson Nuing Anak Unong	Assistant Manager	Jemoreng 2 Estate	EMAC
22	Macgyver Luat Anak Ayom	Assistant Manager	Retus Estate	EMAC
23	Stanley Jubin Anak Sibat	Assistant Manager	Pelitanah 5 Estate	EMAC
24	Justin Anak James	Assistant Manager	Intan Estate	EMAC
25	Nasir Bin Idrus	Assistant Manager	Sibuti Estate	EMAC
26	Mohamad Kamal Bin Azman	Assistant Manager	Pelitanah 4 Estate	EMAC
27	Mohd Zaki Bin Jamil	Assistant Manager	Kuala Suai Estate	EMAC
28	Shamshull Bin Safery	Assistant Manager	Tg Alan 1 Estate	EMAC
29	Diana Chelinga Anak Frankie Anjan	General Clerk	Pasai Estate	EMAC
30	Noorhidayati Binti Yusuf	Executive	Foreign Labour Unit	HQ
31	Rizzi Asok	Assistant Manager	Sg Klad Estate	EMAC
32	Johannes Omong	Research Conductor	R&D Sibu	EMAC
33	Mhd Rozairin Bin Bacho	Manager	Batu Putih Estate	EMAC
34	Muhammad Haziq Bin Zakaria	Manager	Jelai Estate	EMAC
35	Faizal Bin Malek	Assistant Manager	Merapok Estate	EMAC
36	Prasath A/L Selvamuthu	Assistant Manager	Sungai Relai East Estate	PMAC
37	Mohd Shaifuudin Bin Mohd Natzri	Senior Assistant Manager	Sisek Estate	PMAC
38	Kechendai Anak Stephen Lambor	Field Supervisor	Judan Estate	EMAC
39	Barapoi Inu Puun	Manager	Mutiara Estate	EMAC
40	Mohammad Bin Sibi	Assistant Manager	Ladong Estate	EMAC
41	Andrew Anak Nixin	Field Supervisor	Tanjung Payung	EMAC
42	Florence Anak Grace	General Clerk	Mutiara Estate	EMAC



# TPB PHOTO CONTEST 2019

Capture spectacular moments in the world of plantation through your lens to walk away with exciting prizes!

Themes for the photo submission:

1. Plantation of Distinction and Excellence
2. From Good to Great and Lasting (Estate and Mill Operations)
3. In Harmony with Nature (Flora and Fauna of TPB)

1st Prize  
**RM1,000**

2nd Prize  
**RM500**

3rd Prize  
**RM300**

Consolation Prizes (3x) | RM 200

Photo Contest is open to all staff of Tradewinds Plantation Berhad (TPB) only

### HOW TO PARTICIPATE

Send your photos to us at [corpcomms.tpb@gmail.com](mailto:corpcomms.tpb@gmail.com) with the following format:

1. Photo Caption / 2. Location (Estate) / 3. Contestant Name

For any enquiries, please do not hesitate to contact 03-9212 9212 (Corporate Communication Dept) for more info.

**Closing Date: 31 October 2019**

Please refer to the **RULES & REGULATIONS**



Tradewinds  
Plantation Berhad

A publication by



Contributions & Feedbacks

If you have any event you would like to announce or feature,  
share your feedback or contribute an article, kindly submit to:

# AgroMatters

Email: [corpcomms@tpb.com.my](mailto:corpcomms@tpb.com.my)

Please state your name, department, contact number and source (if applicable).



FROM GOOD TO GREAT AND LASTING



Find us : [tpbmediamy](https://www.facebook.com/tpbmediamy)

7th Issue 2019