

FROM GOOD TO GREAT AND LASTING



AgroMatters

What matters now, matters in the future

9th Issue, Nov 2019 - Mar 2020

Cadet Planter Receives Long Service Award & Best Cadet Title



“Nature is the art of God.”
– Dante Alighieri

Location - Tinabau Estate, Sabah

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The Team

Editor in Chief	Kamarul Amirudin
Editor	Atiqah Diyana Mohd Tahir
Creative Director	Muhamad NorHasyraf Hamzah
Contributors	Rohana Mamat Abdul Majid Abdullah Ayub Jiha Mohd Nazim Basiron Azam Razali Atan Borhan Md Noor Dr Shaikhah Sabri Irewan Ibrahim Maznan Chemeng Mohamad Izali Majid Rasmidi Kamis Abd Samad Sha’ari
Published By	Tradewinds Plantation Berhad Lot 6875 Jalan Kerja Ayer Lama, Ampang Jaya, 68000 Ampang, Selangor



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9th Issue

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KEEP CALM AND STAY AT HOME

#covid-19
#kitajagakita

Editor's Note



2020 – ANOTHER YEAR OF BRAVING THROUGH TURBULENT TRIALS WITH A ROBUST SPIRIT

As we enter Vision 2020, we bring forth high hopes and heightened resilience as we are faced with yet another challenging year.

The year kicked off strongly as the CPO prices surged over RM 3,000 per tonne. The surge was short-lived however, as the global economy and commodity prices were hit hard by the viral pandemic of Covid-19 and the Russia-Saudi Arabia oil price war that began just as the US-China trade war has started to unravel.

Many businesses from countries worldwide have been severely impacted by this atrocious outbreak, and Tradewinds Plantation Berhad is not spared. We will have to brace ourselves for more challenges to come, such that economists have predicted an upcoming wave of global recession as countries across the globe will continue to suffer a major financial plummet due to the recent decline in economic activities.

With that being said, we shall put up a united front and endure this hurdle as a team. A gentle reminder for everyone to practice proper hygiene and take good care of your health to protect your loved ones. Let's all do our parts as responsible Malaysians and get through these tough times together as one TPB.

From Good to Great and Lasting!

Kamarul Amirudin

TPB'S FLAG WAVES WITH PRIDE ON THE PEAK OF MOUNT KINABALU



11 March – If mankind could conquer the moon, everything else is possible too if you put your mind to it. This was the mantra that Permai Complex's auxiliary police Mohd Akmal Mohd Bastam and Mohd Yuzandean Tangung held close to heart, and the duo managed to conquer Mt. Kinabalu. Coupled with determination and resilience, the two successfully climbed to the peak of the highest mountain in Southeast Asia and planted TPB's flag there. It was a moment of triumph not only for the two, but for TPB as well.

Mohd Akmal and Mohd Yuzandean recently embarked on a hiking expedition in the effort to promote a healthy lifestyle and improve mental fitness amongst TPBians for better work productivity. Aside from testing their endurance level, this activity also served as a rewarding experience for the pair.

Anybody up to plant a second flag on the peak of Mt. Kinabalu?



The climb up the mountain usually takes a minimum of 2 days and 1 night. Hikers must reach the summit before 5:30 am to catch the mesmerising sunrise.

Did you know...

That the temperature at Mt. Kinabalu fluctuates from -4°C to 8°C in December to January, and 3°C to 12°C in June to September? Be sure to wear thick clothes or you'll get frostbites!

BATTLE OF THE RACQUETS



1 Nov 2019 – Sports enthusiasts at TPB were all geared up for the Badminton Showdown at Sports Planet, Ampang to kickstart the month of November. The champions for the Men’s Doubles were GCEO & MD Charles Chow and DGM Mohamad Izali Majid. The Mixed Doubles were conquered by the GCEO as well as Nurul Jannah Abdullah.

GROOMING OUR VERY OWN EMERGENCY RESCUE TEAM



22 Dec 2019 – A special training was conducted by the Chukai, Kijal and Kerteh Fire Brigade at Mawar and Cherul Estate on water rescue, first aid and fire drill. These trainings were vital to prepare both estates’ OSH team in case of fire hazards or emergency situations during the monsoon season.

EVEN SOLDIERS HAVE TO MASTER THE ART OF COOKING IN THE WILDERNESS OF WINDSOR ESTATE!



9 Dec 2019 – Captain Hairi and his troop from Pulmat, Taiping Army Camp had organised a wilderness survival cooking programme in the grounds of Windsor Estate. This activity trains the army personnel to prepare meals in any unfavourable conditions using only available resources. Turns out army boys can really cook! Estate staff participated in the food testing session and tasted dishes such as fermented fish, *pucuk paku*, pineapple curry and even seafood tom yum!

THE BIRTH OF BOWLING LEGENDS AT AMPANG SUPERBOWL



4 Mar 2020 – The heat was intense at Ampang Superbowl as bowlers from HQ competed for the winning prize. Team Aku Menang from Finance Department emerged victorious and walked away with the grand prize hamper, while the Best Male and Best Female categories were dominated by Azmi Ahmad and Farah Wahida Ab Rafik respectively.

UNSUNG HEROES OF THE KEMAMAN BLOOD CAMPAIGN



28 Dec 2019 – In support of MOH’s blood donation campaign, the Kemaman Team had organised a blood drive with Kemaman Hospital’s Health Department late last year. All the estate staff and workers partook in the event at Kemaman Club House. A special shoutout to ‘O’ blood type donors for contributing the highest percentage of blood for the drive!

NORTHWEST SBU GETS TOGETHER FOR PING-PONG & VOLLEYBALL CHALLENGE ON SPORTS DAY



16 & 23 Feb 2020 – Cheers of excitement echoed through the estate as employees and workers from Northwest SBU teamed up against each other during Sports Day for a ping-pong and volleyball showdown. The ping-pong and volleyball matches were won by Batu Hitam Estate and Sg Seraya Estate respectively. Looks like sportsmanship is strong in the Northwest!

CADET PLANTERS GET HANDS-ON EXPERIENCE AT GADEK AND BUKIT KLEDEK ESTATE



3 Feb 2020 – When it comes down to the world of plantation, you can’t say no to getting your hands dirty! DGM Mohamad Izali Majid welcomed our newest batch of cadet planters at Gadek and Bukit Kledek premises by equipping them with technical know-hows of weed spraying and manuring as well as nursery culling and replanting.

KUCHING SBU CONQUERS ISP INTERBRANCH SPORTS DAY



14 Dec 2019 – Sibu Superbowl resonated with cheers of excitement as EM South ADGM Abdul Majid Abdullah emerged as the champion for the bowling match at ISP Interbranch Sports Day. He also led the ISP South Sarawak team to victory in the futsal match. The badminton doubles category on the other hand, was monopolised by SM Borhan Md Noor and Muhammad Fairuz Ismail. Yay for Team Kuching!

PELITANAH SBU KICKSTARTS THE NEW YEAR WITH DURIAN FEVER!



20 Jan 2020 – TPB is hit with durian fever yet again – this time at Pelitanah Estate! While the staff indulged in the creamy *Durio zibethinus* species, SM Mohd Nazim Basiron shared some tips to enjoy more durian without experiencing body overheat. Many didn’t know the correct techniques to peel the durians without spoiling the fruits inside. Time for Durian Class, Sir Nazim!

FOREIGN MINISTRY OF REPUBLIC OF INDONESIA VISITS MELUR GEMILANG CLC



8 Dec 2019 – Melur Gemilang Community Learning Centre (CLC) received visitors from our neighbouring country, the Foreign Ministry of Republic of Indonesia, to oversee the wellbeing of Indonesian citizens residing in our premises. CLC students welcomed the visitors with an ‘Angklung’ performance and singing of Indonesia’s national anthem.

MELUR GEMILANG ESTATE COMMEMORATES THE BIRTH OF PROPHET MUHAMMAD S.A.W.



11 Nov 2019 – Solidarity was strengthened as the Muslim brothers and sisters of Melur Gemilang Estate attended a sermon at Al-Bukhary Mosque in conjunction with Maulidur Rasul to honour Prophet Muhammad’s birthday. The attendees also recited the ‘selawat’, sending prayers and blissful salutations upon the Prophet.

INDONESIAN NATIONAL POPULATION AND FAMILY PLANNING BOARD VISITS LADONG ESTATE TO TOUCH BASE



16 Feb 2020 – Ladong Estate received a visit from the National Population and Family Planning Board (BKKBN) of Indonesia in recent months. The purpose of the visit was to get in touch with the Indonesian migrant workers within the estate and to introduce counselling and family planning services to them. Among the special guests who graced the event include BKKBN Head Hasto Wardoyo and SM Borhan Md Noor.

TPB WELCOMES THE GRADUATES OF THE ACCELERATED CADETSHIP PROGRAMME (ACP)

6th February marked a jubilant occasion as TPB Cadets celebrate their convocation for the Accelerated Cadetship Programme (ACP) with their families at Hotel Istana. This programme equips the field supervisors with vital technical know-hows of daily estate operations under the guidance of Senior Managers and Training Managers.

Successful graduates were all awarded with a certificate of achievement and a transcript alongside some goodies. The Best Cadet and The Best Presentation Award were conquered by Harry Luing Anak Stanley Bait and Muhammad Aliff Imran Azmi respectively.

And of course, no loyal employees go unrecognised in TPB! Long-service employees Harry Luing and Samson Anak Jerry Anjan were presented with the Long Service Award by GCEO & MD Charles Chow. Now let's hear what our assiduous ACP cadets have to say!



LONG-SERVICE EMPLOYEES

Harry Luing Anak Stanley Bait, Sg Buloh Estate
Period of Service: **21 years**

Throughout your years of service with TPB, what are some challenging moments you have faced during your career transition?

Well, having been here since 1999, I have served more than 10 managers and they're all great teachers. If I had to choose one word to describe this experience, it would be COLOURFUL. One of the most challenging aspects is people management. The communication style is different when dealing with superiors and subordinates. When giving instructions to your subordinates, you have to speak their lingo so that they'd understand and deliver. It's definitely a challenge for me to adapt to the different communication styles during my transition from a field conductor to an Assistant Manager.

Do you think that Accelerated Cadetship Programme has provided you room for self-improvement?

Oh yes, most definitely! Through this programme, I gained an abundance of valuable insights on plantation as well as refining my personal traits such as decision-making and communication skills. We were also trained to think out-of-the-box.

Samson Anak Jerry Anjan, Sg Klad Estate
Period of Service: **20 years**

What are some interesting experiences throughout your career with TPB?

Working here has been one exhilarating roller coaster ride for me! I did not come from an academically-inclined background, so being able to reach where I am now is a priceless experience. It just goes to show that if you put 101% effort in everything you do, you will eventually reap the fruits of your labour. During my 20 years of service, I have seen so much progression. From the estates starting off without a proper SOP to having a more organised system now. It's all about consistency, it's all about progress.



BEST PRESENTER



Muhammad Aliff Imran Azmi, Mawar Estate

I majored in the Linguistics and Communications field but once I joined as a field staff in Agromaju Estate at Johor, I found that plantation was my true calling. ACP equipped me with essential knowledge from scratch (which is great for those from different majors like me!) and taught me effective communication with piers of different levels. I went from zero to hero with ACP!



Amir Mahmud, Relai North Estate

Coming from someone who started from the bottom and climbed my way up here, ACP makes a field staff feel valued and appreciated. The programme syllabus is quite wholesome, however my suggestion is to place more emphasis on the accounting and documentation portion of an Assistant Manager's role particularly accounts and budget preparation, including paperwork to fully prepare the AMs for their duties.



Noor Hafiz Rozaini, Musa, Sembrong Kiri Estate

Having been in this industry for 11 years, this programme really challenges me to think creatively when it comes to problem solving. I also expanded my knowledge pertaining to different practices for various soil conditions.

ACP has also helped escalate my confidence level when communicating with others. I would suggest for the course duration to be extended for a more comprehensive learning experience.



Irfan Lapaleng, Batu Putih Estate

ACP is truly a constructive platform; it's an express course packed with vital industrial knowledge that sharpens your problem-solving skills and wits in the estate. ACP has also helped escalate my confidence level when communicating with others. I would suggest for the course duration to be extended for a more comprehensive learning experience.

My journey was an interesting one. I was initially an office admin. When an opportunity came knocking on my door to be a field conductor, I grabbed it immediately! It was a bit difficult to adapt at first, transitioning from an office environment to the estate. Adequate sleep is now a luxury as compared to when I had fixed office hours (chuckles). But I wouldn't trade this experience for the world.



Zakaria Sahli, Tg Payung Estate

My journey was an interesting one. I was initially an office admin. When an opportunity came knocking on my door to be a field conductor, I grabbed it immediately! It was a bit difficult to adapt at first, transitioning from an office environment to the estate. Adequate sleep is now a luxury as compared to when I had fixed office hours (chuckles). But I wouldn't trade this experience for the world.

The Managers are understanding and share a good relationship with peers and subordinates, which I think is absolutely important to encourage motivation and teamwork.



Augustine Emang, Anak Anthony Jugu, Tg Alan Estate

I've been through rough waters before I joined TPB. All I can say is that I'm truly thankful that TPB has a line-up of remarkable mentors that genuinely coach you to achieve great outcomes. The Managers are understanding and share a good relationship with peers and subordinates, which I think is absolutely important to encourage motivation and teamwork.

WHAT ARE YOUR VIEWS ON THIS PROGRAMME?

TELL US ABOUT YOUR EXPERIENCE IN GETTING TO WHERE YOU ARE TODAY.

Rinol Anak Merudi, Sg Krang Estate
WHAT INSPIRED YOU TO CHOOSE THIS FIELD?

Passion is key. It fuels me to get to where I am today. My inspiration? Definitely my family. My parents were oil palm smallholders, and their relentless determination in keeping their dreams alive encouraged me to venture into this field. Back in the day, mandores earn as low as RM14 per day! But passion and perseverance will get you far.

Mathrew Moilan Anak Linggang, Sg Nape Estate
TELL US YOUR TAKE ON THE CAREER PROSPECTS IN THIS FIELD.

I was in a teaching gig before I steered into the world of plantation. From my humble observation, I truly believe the field of plantation offers an abundant career prospect and an exciting career ladder. Just ask my friends who enrolled as cadet planters upon their graduation, they have definitely come very far from where they first started!

ACCELERATED CADETSHIP PROGRAMME (ACP)

ACP Cadets holding their heads up high on the night of their convocation.



TPB WELCOMES THE YEAR OF THE RAT WITH ABUNDANCE OF JOY



Joyful smiles and cheerful grins were spread across everyone's faces as TPBians threw a modest celebration to welcome the Year of the event Rat on 18 February 2020.

The attendees as well as the event decorations were draped in red and pink hues in conjunction with the theme colours for this year's Lunar New Year.



The CNY festival was kickstarted with the Yee Sang toss, as TPBians tossed the shredded ingredients high in the air paired with auspicious sayings and wishes. A variety of delectable festive-themed dishes was served such as dim sum and yong tau foo. Back by popular demand, durians were available too to satisfy the local taste buds.

The event was made merrier with the employees' birthday celebration, followed by a lucky draw where employees walked home with brand new electrical goods.

Winners for the Best Dressed Contest were **Syed Hassan Afif Syed Omar, Nurul Jannah Abdullah, James Ting Su Kieng and Atiqah Diyana Mohd Tahir.**



TPB'S PIP AWARD ALLOWS WORKERS TO TASTE THEIR FRUITS OF LABOUR

In efforts to boost the work efficiency and morale of the estate workers, TPB had devised a plan called the Productivity Incentive Payment (PIP) Scheme, where high-achievers contributing to the estate's high productivity will be rewarded handsomely.

The objective of this scheme is to encourage worker productivity in order to achieve the monthly crop yield target and maintain excellent performance throughout the year. This is also a token of recognition for high-fliers in the estates.

Estates that had recently organised the PIP Award Ceremony include the Northwest region, Ulu Papan Estate, Sg. Kachur Estate, Jaya Estate, Sembrong Kiri Estate, Ulu Sebol Estate, Air Manis Estate and Melur Estate among others with a combined total of over 300 workers who successfully maintained an average of 2.0 mt for the year 2019.

These star performers were incentivised with cash prizes up to RM2,500 as a reward for their hard work. Good job guys!



TRIPLE THREAT!
According to recent reports from Ulu Sebol, the total number of PIP Award recipients amounted to 18 workers, which **TRIPLED** in numbers compared to last year! Way to go, Ulu Sebol team!

With

ROHANA MAMAT

Executive | Mechanisation Department

THE BEAUTY OF JUGGLING BETWEEN WORK LIFE AND MOTHERHOOD



A diligent office employee by day, an affectionate maternal figure by night; Rohana Mamat strives to find the perfect work-life balance in amidst her busy schedule as a mom. This iron lady also works a full-time shift at home as a doting wife and a mother of five. Rohana is blessed with five beautiful children, two princes and three princesses. She was blessed with her fifth child last year, and she couldn't be happier as she welcomed the little bundle of joy to her world.

Rohana was one of the pioneer staff in TPB. She joined TPB as a general clerk for Human Resources and Administration over a decade ago in 2003, back when Tradewinds Plantation Berhad went by the name of Tradewinds Plantation Services Sdn Bhd. She had a fair share of interesting experiences throughout her service with TPB. Let's hear what she has to say about her adventures here!

Describe your experience throughout your career path with the Tradewinds Group.

My career journey is like a canvas painting, decorated with different strokes and splashes of colours and always full of surprises. I've been with TPB for **17 fruitful years**, and I've had the privilege to experience different phases of progression in the company. Among them was

the company's merger with Johore Tenggara Oil Palm Bhd (JTOP) in 2004, followed by the subsequent relocation of headquarters to Wisma Zelan, Cheras. I still remember the days when I had to commute back and forth from Kota Damansara to the office with the public transport involving three very long transits (the KTM, the LRT and the cab)! It was overwhelming at first due to the exhaustion from the long hours and distance of commute; however I braved through for the sake of my family and my responsibilities at work. Currently the company has provided a shuttle service for its employees at the headquarters, and I'm more than grateful to be given the opportunity to enjoy this privilege.



Back in the days at Wisma Zelan, TPB management worked closely with our sister companies such as Tradewinds (M) Berhad, Central Sugars Refinery (CSR), Gula Padang Terap (GPT) and Tradewinds Corporation all within the same compound. It was a very friendly and conducive environment, where everyone worked together as a team regardless of their positions. There was no barrier between the superiors and subordinates, and TPB felt like home. Not long after that, TPB was public-listed and we shifted to HLA Tower located near KLCC for over four years. That was the turning point of my career as I was promoted from a general clerk to a clerk stenographer,

focusing on secretarial tasks for the GM and SM. In 2013, I was reassigned as an HR assistant until 2017, and ultimately promoted as an HR & Admin Executive. Currently I have been transferred to the Mechanisation Department under Plantation Support Office, and I'm excited to see what new experiences this role has in store for me.



Tell us about your hidden talents!

I'd like to think that I can work magic in the kitchen as I love cooking and being the main chef for my loved ones. Seeing my family enjoy my cooking makes me happier than anything else in the world. Besides having an upper hand in culinary, I also secretly enjoy hair styling as I'm my family's very own hairdresser and I cut their hair (for free!). Who knows, I could open my very own hair salon when I retire in the future!

What are your favourite pastimes when you're not at work?

There's nothing I enjoy more than spending my free time with my beloved family. My husband and my children mean the world to me! We engage in many activities with each other as a family, including reciting the holy Quran together, enjoying outdoor activities and going on family vacations. It doesn't matter where we go or what we do, what matters most is that my babies have a wonderful time, and seeing their smiles is more than enough for me.

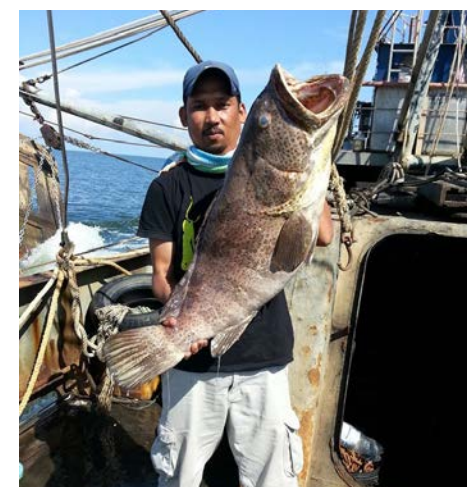
With

ABDUL MAJID ABDULLAH

Acting Deputy General Manager | EM South (SBU Kuching / Sri Aman)

ABDUL MAJID – THE GODFATHER OF VERSATILITY AND HIDDEN TALENTS

Sometimes a leap of faith is all it takes to open doors to more wonderful opportunities. That was exactly the case for EM South ADGM, Abdul Majid Abdullah. Born in the eastern coast of Peninsular Malaysia in 1975, this Terengganu-bred gentleman was blessed with six children from his marriage in the early 2000's.



Believe it or not, plantation was actually not Majid's first career choice. His initial goal was to become a doctor; surprise, surprise! However, as fate would have it, he decided to switch career paths and took up Geology studies even though his grades would have easily qualified him into medical school. The country suffered from an economic recession in 1998 after he graduated, and it became increasingly challenging for young Majid to secure a job with a Geology degree. Refusing to give up, he made a bold step to venture into the uncharted waters of the plantation industry as a Cadet Planter at Johore Tenggara Oil Palm (JTOP) in the following year. It was because of his serendipitous leap of faith that led Majid to where he is today.

Tell us what it's like to be in the shoes of an ADGM.

The ADGM role is definitely a challenging responsibility to shoulder. It pushes me to the limit as I have to



ensure both Kuching and Sri Aman SBU deliver the best outcomes. It's actually great because it allows me to maximise my potentials as my goals are aligned with our organisational goal towards performance maximisation. Of course, the responsibilities that come with this role cannot be accomplished without the dream team. Using TPB's five core values as my foundation, I strive to instil strong team spirits to motivate my subordinates towards achieving triumphant outcomes. Being an ADGM is not only about delivering excellent results, it's also about being an exemplary leader.

During the early stages of my career, I was faced with many obstacles that made me doubt if I had made the right career choice. However, I brushed off all feelings of uncertainty and I learned to embrace the challenges in a positive light, and used it as a platform for me to sharpen my wits and knowledge. One of the biggest hurdles I have struggled with in the beginning was trying to sustain my resilience and stay loyal to the plantation sector as it had strayed too far from my initial career goals and expectations. Nevertheless, coupled with burning determination to succeed, my passion towards the industry grew throughout my journey as a planter which brings me to where I am today.

What drives you to excel in your career?

I was not born with a silver spoon in my mouth. Growing up in a destitute environment with scarce financial

resources, I learned the importance of hustling hard. My father was an impaired farmer who suffered from paralysis and my mother had to weave mats and sell local *kuihs* to make ends meet. Even then it wasn't enough, to the point where my elder brother had to be sent off and raised by my



DID YOU KNOW?
In 2002, Majid had previously made an appearance in NTV7's show called *Who Wants to be a Millionaire!*

cousins. During my middle school years, I had to work on weekends to help out with my family expenses while kids my age were playing soccer or *ting ting*. In order to pay off my college tuition fees without relying on my family for financial support, I worked back-to-back shifts in odd gigs including becoming an ice-cream factory operator, a security guard, a factory storekeeper and a hotel attendant. You name it, I've been there!

I'm success-driven in my career because I am determined to improve the quality of life for my loved ones and also the underprivileged community around me. My family may be financially-deprived, but my late parents often reminded me that we must always be grateful for God's blessings and should give a portion to charity. They constantly reminded me of the beauty of giving and the importance of *zakat* donations for the poor and less fortunate.

FUN FACTS ABOUT MAJID:
Majid is a man of many talents – he loves outdoor activities and sport (especially bowling), he enjoys fishing and he's good at karaoke singing too! His top picks are Hattan, Ebiet G. Ade and Daughtry. What can't this jack of all trades do?

TPB ESTATES AND MILLS ARE 100% CERTIFIED BY MALAYSIAN SUSTAINABLE PALM OIL (MSPO)!

Written by: Dr. Shaikhah Sabri

MSPO is a certification scheme initiated by the Malaysian government in 2013 aimed to improve and strengthen the sustainability practice within the palm oil industry in Malaysia. As the world's second largest palm oil producer, Malaysia is duty-bound to enhance the image of palm oil industry, ensure its continuity and embrace the constant pressure by external parties especially non-governmental organisations (NGO) that more often than not like to stereotype the palm oil industry as unsustainable and destructive towards the flora and fauna. Among the examples of public pressure faced by the industry include the anti-palm oil campaign, the European Union (EU) government's scheme to limit the usage of palm oil



Despite the challenges faced, all TPB estates and mills successfully obtained MSPO certification in July 2019 which will be valid for five years. Obtaining the MSPO certification and making TPB a sustainable company would not have been possible without the continuous support from the top management, the relentless commitment given by the mill and estate management, Safety and Sustainability Department and also the cooperation from all employees. To establish a sustainable environment requires maintained efforts and continuous quality improvement which is implemented through TPB's policy: commitment to continuous improvement.



and the release of an appeal-to-pity "Rang-tan" video by Greenpeace aimed at the worldwide audience and population to support the ban of palm oil.

Nevertheless, TPB is committed to support the national initiative. Two operating units i.e Ulu Sebol Palm Oil Mill and Ulu Sebol B Estate were among the earliest units in Malaysia to be awarded with the MSPO certificate. The certification process which includes training, document preparation, field implementation and internal audit has started since 2015 under the Agronomy and Sustainability Services (later known as Safety and Sustainability Department). In 2017, MSPO certification scheme had been made mandatory by the Ministry of Plantation Industries and Commodities (MPIC). Initially the implementation of MSPO was by voluntary basis. The Ministry proposed 3 timelines for MSPO certification compliance; plantation companies certified with sustainable certification such as Roundtable Sustainable Palm Oil (RSPO) should obtain MSPO certification by 31 December 2018, whereas the deadline for companies without any sustainable certification would be 30th June 2019 and for smallholders, 31 December 2019.



REPLANTING 101 FOR MANAGERS AT SABAH SBU



Batu Putih Estate has one of the most breathtaking views among TPB's plethora of lands; its panoramic landscape is even comparable to those at local tourist hotspots! In conjunction with the recent replanting exercises, Sabah SBU organised a study trip to the replanting areas at Batu Putih Estate.

The participants involved in the trip were EM North DGM Ayub Jiha, EM Central GM Sa'idon Senik, Miri SBU SM Abdul Latif Abd Malik, Managers from Sabah SBU, Binu Estate, Jelai Estate, and Sg. Klad Estate, among others.

The participants embarked on an intensive tour which covered replanting sites, immature areas and the 2015 planting area at Batu Putih Estate. The participants were given insights and shown techniques on replanting specifications adopted at Sabah SBU, including a demonstration on elevated path and field construction by contractors.

The objective of this knowledge-sharing session is to provide exposure on the various techniques and approaches adopted in replanting exercises as well as allowing participants to acquire hands-on experiences to achieve the best standards in ensuring maximum YPH for replanting areas.



A ROUND OF APPLAUSE FOR OUR NEWLY-PROMOTED COLLEAGUES!

NO	NAME	NEW DESIGNATION	DEPT/ESTATE/MILL
1	Azman Bin Baginda	Senior Mill Engineer	Binu Palm Oil Mill
2	Hasran Bin Abdul Mulok	Field Supervisor (Grade C11)	Ulu Sebol A Estate
3	Mohd Sabri Bin Mohd Yacob	Field Supervisor (Grade C12)	Tanah Merah Estate
4	Mohd Zulkifli Bin Abdul Wahab	Field Supervisor (Grade C12)	Sg Ahning Estate
5	Muhammad Hafiz Bin Zakaria	Field Supervisor (Grade C12)	Sg Bayu Estate
6	Muhammad Suhaimi Bin Muhammad Zamri	Field Supervisor (Grade C12)	Mawar Estate
7	Nurul Syuhada Binti Karim	Account Executive	Finance, HQ
8	Timira Burai Anak Jimbai	Account Executive	Finance, HQ
9	Mohammad Naguib Bin Khalid	Acting Manager	Finance, HQ
10	Mohd Afif Bin Mohd Aini	Senior Project Engineer	Engineering & Mill Operation, HQ
11	Wan Afwani Binti Wan Nazimuddin	Senior Executive	Procurement, HQ
12	Nor Hisham Bin Huzaini	Senior Executive	Procurement, HQ
13	Gunasuntari A/P Sithivinayagam	Senior Executive	Administration, HQ
14	Mohd Nur Fikry Bin Abd Rahim	Senior Executive	Human Recources, HQ
15	Harlin Erina Binti Ithnen	Senior Executive	Peninsular Malaysia Operation, PMAC
16	Jonathan Lau Sin Yik	Senior Executive	Raw Material Procurement, EMAC
17	Nur Shafiqka Binti Zulkifli	Senior Executive	R&D SIBU
18	Adline Anak Sating	Executive	Procurement, HQ
19	Fadilis Yong	Executive	R&D SIBU
20	Norshahnizam Binti Matahir	Executive	R&D SIBU
21	Lina Maryana Binti Sabri	Executive	Marketing & Raw Material Procurement, HQ
22	Nor Aisyah Binti A Hamid	Executive	Peninsular Malaysia Operation, PMAC
23	Ahmad Zulhimi Bin Ahmad Sabri	Acting Manager	Permai Estate
24	Mohamad Mahbudin Bin Abu Bakar	Acting Manager	Merapok Estate
25	Mohd Hasmawy Bin Che Mat Nor	Acting Manager	Tanjung Alan 1 Estate
26	Mohd Shaifuudin Bin Mohd Natzri	Acting Manager	Sg Tekai Estate
27	Muhammad Fairuz Bin Ismail	Acting Manager	Tanjung Melano Estate
28	Mursyidi Bin Mahyadin	Senior Assistant Manager In-Charge	Windsor Estate
29	Zolkefli Bin Uyob	Acting Senior Manager	SBU Retus
30	Ravi A/L Perumal	Acting Senior Manager	SBU Southeast
31	Ganesan A/L Chinnadurai	Acting Manager	Pakloh Estate
32	Kamal Bin Bakar	Acting Manager	Sg Lebak Estate
33	Muhammad Haris Ridhwan Bin Abdullah	Acting Manager	Judan Estate
34	Mohd Rahimi Bin Mohmad Tanuri	Senior Manager	Peninsular Malaysia Mill Operation
35	Abd Kadir Bin Abd Latif	Field Supervisor (Grade C12)	Mawar Estate
36	Abd Mutalib Bin Othman	Field Supervisor (Grade C12)	Ulu Sebol B Estate
37	Ahmad Yusup Bin Yaakob	Field Supervisor (Grade C12)	Sg Seraya Estate
38	Fadirah Binti Mazridi	Chief Clerk (Grade C12)	Serasa Palm Oil Mill
39	Fathayah Binti Md Isa	Chief Clerk (Grade C12)	Kupang Estate
40	Mohamad Hasrun Bin Che Yahya	Lab Assistant (Grade C12)	Serasa Palm Oil Mill
41	Mohammad Amiruddin Bin Mohd Jusoh	Ffb Gader (Grade C12)	Serasa Palm Oil Mill
42	Mohd Asmawi Bin Hamzah	Field Supervisor (Grade C12)	Mawar Estate
43	Mohd Khozaire Bin Adnan	Chief Clerk (Grade C12)	Windsor Estate
44	Muhammad Suzuan Bin Suhaimi	Field Supervisor (Grade C12)	Windsor Estate
45	Nor Syafiqah Azira Bt Abd Raffar	Account Clerk (Grade C12)	Sg Bayu Estate
46	Shamsul Khairil Anuar Bin Shamsudin	Field Supervisor (Grade C12)	Mawar Estate
47	Siti Aishah Binti Abidin	General Clerk (Grade C12)	Sg Tekai Estate
48	Suraya Azin Binti Shamsudin	Chief Clerk (Grade C12)	Mawar Estate
49	Wan Jusoh Bin Wan Isa	Mechanical Fitter (Grade Nc2)	Serasa Palm Oil Mill
50	Ahdal Bin Danil	Supervisor (Grade Nc3)	Batu Putih Palm Oil Mill
51	Ali Bin Beri	Electrical Chageman (Grade Spc)	Retus Palm Oil Mill
52	Awang Hadim Bin Awang Kasim	Field Supervisor (Grade C12)	Sg Tersak Estate
53	Azura Bt Alli	Store Clerk (Grade C12)	Tanjung Alan 2 Estate
54	Dominic Kudang Anak Usau	Field Supervisor (Grade C12)	Pasai Estate
55	Erwandy Bin Barudie	Field Supervisor (Grade C12)	Sg Mangga Estate
56	Iskandar Bin Hasmi	Field Supervisor (Grade C12)	Rantau Estate
57	Faris Adila Bin Abd Rahim	Field Supervisor (Grade C12)	Jemoreng 1 Estate
58	Felicity Anak Ador	Chief Clerk (Grade C11)	Kuala Suai Palm Oil Mill
59	Francis Anak John	Fitter Mechanic (Grade Nc2)	Retus Palm Oil Mill
60	Genevieve Anak Patrick	General Clerk (Grade C12)	Tg Melano Estate
61	Hossen Bin Hji Umi	Field Supervisor (Grade C12)	Melur Estate
62	Ismail Hashim Bin Slangka	Field Supervisor (Grade C12)	Sg Mangga Estate
63	Izwan Bin Ismail	Field Supervisor (Grade C12)	Sg Klad Estate
64	Jackson Anak Aching	Field Supervisor (Grade C12)	Jemoreng 2 Estate
65	Jaffrydin Bin Gadjali	Effluent Supervisor (Grade Nc2)	Batu Putih Palm Oil Mill
66	James Anak Muam	Boilerman (Grade Nc1)	Retus Palm Oil Mill
67	Jariah Binti Bujang	General Clerk (Grade C12)	Retus Palm Oil Mill
68	Jemain Anak Jilie	Field Supervisor (Grade C12)	Judan Estate
69	Juliana Binti Padil	Chief Clerk (Grade 1)	Gemilang Estate
70	Jumeri Bin Muli	Mechanic (Grade Nc1)	Petian Estate
71	Leslinda Ak Zamry Buan	General Clerk (Grade C12)	Kuala Suai Estate
72	Maria Anak Minggu	Account Clerk (Grade C12)	Pelitanah 2 Estate
73	Mazlan Jaludin Bin Mat	Field Supervisor (Grade C12)	Sibuti Estate

74	Mikal Anak Mate	Auxiliary Police (Grade Nc2)	Gemilang Estate
75	Mohammad Fazuan Bin Harun	Field Supervisor (Grade C12)	Jemoreng 1 Estate
76	Morris Anak Tambi	Field Supervisor (Grade C12)	Tanjung Payung Estate
77	Nabriella Anak Gelungan	Weighbridge Clerk (Grade Nc2)	Kuala Suai Palm Oil Mill
78	Noor Zaitul Eradzah Binti Alias	Chief Clerk (Grade Spc)	Binu Palm Oill
79	Rajman Bin Mahadin	Mechanic (Grade Nc1)	Judan Estate
80	Rio Mixson Anak Aliew	Field Supervisor (Grade C12)	Tg Melano Estate
81	Rizal Bahri Bin Japarudin	Field Supervisor (Grade C11)	Kuala Suai Estate
82	Roslan Bin Hamdan	Field Supervisor (Grade Spc)	Petian Estate
83	Uka Anak Baja	Field Supervisor (Grade C12)	Jemoreng 2 Estate
84	Saharuddin Bin Tajuddin	Store Clerk (Grade C12)	Batu Putih Palm Oil Mill
85	Solphi Bin Sedua	Fitter (Grade Nc2)	Kuala Suai Palm Oil Mill
86	Taip Bin Yusop	Boilerman (Grade Nc1)	Binu Palm Oill
87	Tiry Anak Francis	Chief Clerk (Grade Spc)	Rasau Estate

THE MORE THE MERRIER – WELCOME TO THE TPB FAMILY!

NO	NAME	DESIGNATION	DEPT/ESTATE/MILL
1	Muhammad Hariz Bin Hanifah	Account Executive	Finance, HQ
2	Abdul Halim Bin Mat Sharif	Account Executive	Finance, HQ
3	Nur Alia Almas Binti Rasli	Account Executive	Finance, HQ
4	Muhammad Jaya Iqmal Bin Muhammad Muthaiah	Account Executive	Finance, HQ
5	Hairunissa Binti Mohammad Suffian James	Account Assistant	Finance, HQ
6	Nur Amirah Binti Azemi	Account Assistant	Finance, HQ
7	Nurul Najihah Binti Md Mazelan	Finance Executive	Finance, HQ
8	Luqman Hakim Bin Yusop	Assistant Manager	Ulu Sebol B Estate
9	Mohd Hilmie Bin Mansor	Assistant Manager	Ulu Papan Estate
10	Amirul Izzat Bin Abd Jamel	Account Assistant	Finance, HQ
11	Muhammad Shukri Bin Majdi	Account Assistant	Finance, HQ
12	Intan Farhana Binti Mohd Taib	Account Assistant	Finance, HQ
13	Amiratul Nabila Bt Mahdi	Lab Operator	Tissue Culture Lab Sisek
14	Siti Zulaikha Binti Jafri	Lab Operator	Tissue Culture Lab Sisek
15	Fatin Quraisyah Binti Salimon	Lab Operator	Tissue Culture Lab Sisek
16	Nursyahirah Binti Mohd Dinear	Lab Operator	Tissue Culture Lab Sisek
17	Nur Fatin Binti Abdullah	Lab Operator	Tissue Culture Lab Sisek
18	Norsyafira Binti Husain	Lab Operator	Tissue Culture Lab Sisek
19	Nurul Noor Atiqah Binti Abdul Munir	Procurement Assistant	Procurement, HQ
20	Muhamad Habiballah Bin Jusoh	Assistant Manager	Rasau Estate
21	Muhammad Alif Azanan	Procurement Assistant	Procurement, HQ
22	Muhamad Eizan Bin Samsul	Research Conductor	R&D (Sisek)
23	Hussin Bin Asiz	Manager	Petian Estate
24	Ammar Bin Abdul Azhar	Finance Executive	Finance, HQ
25	Muhammad Amir Syafiq Bin Mat Termizi	Hr Assistant	HR & Admin
26	Ain Shuhaila Binti Mokhtar	Hr Assistant	HR & Admin
27	Hezron Ngau	Manager	Pelitanah 4 Estate
28	Nor Hasrin Bin Musa	Manager	Rantau Estate
29	Kwan Yen-Yen	Head, Research And Development	HQ
30	Lee Yit Meng	Agronomist	HQ
31	Nurshazliana Mohamed Johari	Admin Assistant	HR & Admin
32	Bukhari Bin Mustapa	Field Supervisor	Agromaju
33	Al-Hadi Bin Mohamad	Security Guard	Binu Estate
34	Mohd Hanafie Bin Hamid	Field Supervisor	Serasa
35	Tahir Bin Sabawi	Field Supervisor	Pasai Estate
36	Peter Anak Recamp	Field Supervisor	Siong Estate
37	David Kumbang Anak Chaong	Store Clerk	Siong Estate
38	Andrew Anak Ujang	Field Supervisor	Rasau Estate
39	Francis Chundi	Field Supervisor	Rantau Estate
40	Kerine Anak Kunding	General Clerk	Retus Estate
41	Ahmad Nazmi Bin Ismail	Medical Assistant	Binu Estate
42	Syharuddin Bin Yunus	Security Guard	Ulu Sebol A
43	Mohamad Fauzi Bin Mohammad	Field Supervisor	Serasa
44	Nor Iman Binti Ismail	General Clerk	Sg Ahning Estate
45	Mohd Aliff Bin Abdullah	Field Supervisor	Tg Alan 2 Estate
46	Randy Anak Minggu	Mechanic	Pelitanah 2
47	Elisha Emang Anak Samat	Field Supervisor	Retus Estate
48	Mohamad Hadiyul Mustakim Bin Ab Ghani	Security Guard	Sg Relai North
49	Muhammad Shahrul Nizwan Bin Abd Rafar	Security Guard	Sg Relai East
50	Muhammad Zikri Bin Hamdan	Field Supervisor	Ulu Sebol A
51	Nasrul Hakim Bin Mamat	Field Supervisor	Serasa
52	Mohamad Faizal Bin Zalan	Field Supervisor	Bukit Kledek Estate
53	Muhammad Afif Bin Jamel Hamzah	Field Supervisor	Serasa Estate
54	Muhamad Khoruddin Bin Che Mid	Store Clerk	Sg Seraya Estate
55	Chril Laisai	Medical Assistant	Trusan Estate
56	Era Binti Suardi	Store Clerk	Tinabau Estate
57	Mohd Edham Bin Saharon	Field Supervisor	Tinabau Estate

**KEEP
CALM
AND
STAY
AT
HOME**

**#covid-19
#kitajagakita**

AgroMatters

9th Issue 2020



FROM GOOD TO GREAT AND LASTING

A publication by

