

PPK 174/05/2013 (032756)

# STA REVIEW

Monthly Magazine of Sarawak Timber Association

pg. **3**

Course on “ ESG Framework for Timber Companies and How to Set Up: Strategies and Management”

pg. **7**

Briefing on Trained Workmen

pg. **11**

Save The Date  
International Conference on Sustainable Management of Tropical Forests

# TABLE OF CONTENT

03	Course on “ESG Framework for Timber Companies and How to Set Up: Strategies and Management”
04	Talk on Sarawak-Peninsular Malaysia Supply and Collaboration on Plantation Timber
05	STA's Occupational Safety & Health Committee Meeting
05	9 <sup>th</sup> Regional Workshop on Timber Legality Assurance
06	Visit from the Malaysian Timber Council
06	Stakeholder Engagement for the Study on Integrated River Basin Management Plan for Batang Saribas & Batang Samarahan Basin
07	Briefing on Trained Workmen
08	Anti-Circumvention Investigation on Plywood Products Originating from Malaysia
08	Briefing Session on Government Incentives in the Green Technology Sector
09	Engagement Session between Ministry of Plantation and Commodities & Malaysian Timber Association
09	MTA Executive Committee Meeting No. 4/2023 and MTA Extraordinary General Meeting
10	EGILAT Workshop: Stocktaking for Navigating Legal Timber
10	DF Circular No. 4/2023 on Corporate Social Responsibility Contribution under the Certified Management Unit through the Payment of Cess
11	STA Review Going Digital
11	Save The Date - International Conference on Sustainable Management of Tropical Forests
11	Meeting of MEF East Malaysia Region Members No. 11/2023
12	2023 Year in Review
24	Statistics
36	Operator Training Programme



Cover photo by Mak Sen Fatt

## STA REVIEW

is a monthly magazine published by Sarawak Timber Association (STA) for its members. While every effort has been made to ensure that the information printed in this magazine is accurate and correct, neither STA nor its Council Members, Officers or Employees shall assume any responsibility or be made liable for any inaccuracies and errors printed; nor is such publication, unless otherwise stated, necessarily the views of STA, its Council Members, Officers or Employees.



The contents of the STA Review may be reprinted with prior written permission from STA.

## EDITORIAL BOARD

### Editor

Annie Ting

### Members

Flora Eliza Saban  
Freda Emmanuel  
Jaime Chan  
Miriam Hong

Tchin Boon Ling  
Wong How Chu  
Yii Yien Yien

## CONTACT US

++ (60 82) 332 222 (Phone)  
++ (60 82) 487 888 (Fax)

sta@sta.org.my

www.sta.org.my

11 Floor Wisma STA, 26, Jalan Datuk Abang Abdul Rahim, 93450 Kuching, Sarawak, Malaysia

Printed by

Lee Ming Press Sdn Bhd | Lot 2050, Jalan Swasta, Pending Industrial Estate, 93450 Kuching, Sarawak, Malaysia | Tel: (082)253 303 | Email: sales@leeming.com.my



Dato' Sri Patrick Wong, Vice Chairman of STA (seated, centre), Mr Supun Nigamuni, Trainer (seated, 5th from right) and Ms Annie Ting, CEO of STA (seated far right) posed for photos with participants of the course

## Course on “ESG Framework for Timber Companies and How to Set Up: Strategies and Management”

STA, with full funding from the Malaysian Timber Association, organised an “ESG Framework for Timber Companies and How to Set Up: Strategies and Management” course, tailored to the timber industry’s needs on 11 and 12 December 2023 at Wisma STA, Kuching. The 2-day course was conducted by Mr Supun Nigamuni, the appointed trainer from Control Union (Malaysia) Sdn Bhd (CU) and attended by approximately fifty (50) STA members in the top and senior management levels of the timber industry.

During her opening remarks, Ms Annie Ting, Chief Executive Officer of STA emphasised the role of ESG principles in guiding organisations toward positive change, particularly in an era where businesses are evaluated not only by financial performance but also by their impact on the world.

Mr Supun offered a comprehensive overview of the ESG framework, diving into the nuances of environmental sustainability, social responsibility, and effective governance. He also gathered inputs from participants on the draft ESG framework prepared by CU for the Malaysian timber industry, before finalising the framework with inputs from Peninsular Malaysia and Sabah as well. This framework includes a set of key performance indicators, criteria and means of implementation, tailored for the timber industry, aiming to facilitate industry-wide benchmarking.

Participants were also exposed to Global Reporting Initiative Standards and mapping for materiality and stakeholder engagement. Mr Supun highlighted that many ESG efforts might already be integrated into daily operations through existing forest management certification. He stressed the importance of internal buy-in from top management for successful ESG implementation and advocated for continual improvement which involves an

ongoing, systematic process of enhancing performance and sustainability practices over time, aligning with evolving standards and stakeholder expectations.

Mr Supun’s insights underscored the importance of not only initiating ESG efforts but also ensuring their sustained progress and refinement to effectively navigate the challenges and opportunities of the evolving business landscape. With the increasing number of companies embarking on the ESG journey, those just beginning their ESG reporting don’t have to start from scratch as there is a wealth of resources available on ESG disclosures to refer to.



Dato' Sri Patrick Wong, STA Vice Chairman (right) and Mr Andy Wong, STA Council member (4<sup>th</sup> from right) in one of the groups.

*STA, dengan pembiayaan penuh daripada Persatuan Kayu-Kayan Malaysia, menganjurkan kursus 2 hari mengenai alam sekitar, sosial dan tadbir urus (ESG) yang diketuai oleh Encik Supun Nigamuni daripada Control Union (Malaysia) Sdn Bhd. Kursus ini mengetengahkan prinsip ESG yang komprehensif, merangkumi persediaan, strategi pengurusan dan draf rangka kerja ESG yang disediakan oleh CU untuk industri perkayuan di Malaysia.*

本会在马来西亚木材公会全额资助下举办为期2天的环境、社会和治理 (ESG) 课程，并由Control Union (马来西亚) 有限公司的苏普尼卡穆尼先生主持。该课程深入探讨全面的 ESG 原则，包括设置、管理策略和Control Union 特为马来西亚木材业准备的 ESG 框架草案。



Ms Annie Ting presented progress update on industrial tree plantation in Sarawak.

## Talk on Sarawak - Peninsular Malaysia Supply and Collaboration on Plantation Timber

The Malaysian Wood Moulding and Joinery Council (MWMJC) organised a “Talk on Sarawak – Peninsular Malaysia Supply and Collaboration on Plantation Timber” at Menara PGRM, Kuala Lumpur on 6 December 2023.

Three (3) speakers, namely Mr Nicholas Andrew Lissem, Assistant General Manager of Sarawak Timber Industry Development Corporation (STIDC); Ms Annie Ting, CEO of STA and Mr Yap Fui Fook, General Manager of Samling Downstream Manufacturing were invited to speak at the event, which centred on the industrial forests in Sarawak, offering a profound understanding of the opportunities available in Sarawak in term of timber policy and supply.

Mr Nicholas began the discussions with a presentation titled “STIDC’s Policies and Plans for Downstream Processing Using Planted Forest - The Way Forward for Sarawak”, where he delved into the intricacies of Sarawak’s forestry policies, particularly emphasising downstream processing and showcasing what Sarawak can offer.

These includes political stability, favourable raw material policy, low electricity and water tariff rate, land availability, a mature primary industry and market accessibility.

Ms Ting gave a brief progress update on the industrial forests in Sarawak as well as highlighted STA activities, particularly the research and development projects on enhancing planting materials in two (2) species, *Neolamarckia cadamba* (Kelampayan) and *Falcataria moluccana* (Batai). STA looks forward to working with MWMJC in pursuing our common objectives, focusing on the effective utilisation of materials from industrial forests.

Mr Yap introduced Samling Group’s timber activities and presented the potential usage of planted logs for sawn timber, veneer, finger joint, laminated boards and components. He informed that they planted two (2) species namely *Acacia mangium* & *Eucalyptus pellita* and currently has processed these two (2) species into primary products, i.e. sawn timber and veneer.

He then shared their experiences in the process of cutting and peeling of these two (2) species into sawn timber and veneer with Samling Group’s grading rules. Mr Yap informed that they are very keen to look for partners to value add these primary products and Samling Group is willing to start with small volume to build up the business partnership.

One of the key takeaways from the event was the acknowledgement by MWMJC members of the shortage of raw materials in Peninsular Malaysia. Expressing gratitude for the opportunity, they are eager to explore collaborations with timber players in Sarawak. The event also laid the groundwork for future partnerships that could prove instrumental in addressing raw material shortages and advancing the sustainable development of the timber industry in both Sarawak and Peninsular Malaysia.

*Majlis Kayu Kumai dan Tanggam Malaysia (MWMJC) telah menganjurkan ceramah pada 6 Disember 2023, menampilkan penceramah yang berkongsi tentang dasar perhutanan dan maklumat terkini hutan ladang di Sarawak serta inisiatif daripada Kumpulan Samling dalam meningkatkan nilai produk utama mereka. Anggota MWMJC menyatakan keinginan untuk bekerjasama dengan Sarawak dalam menangani masalah kekurangan bahan mentah yang dihadapi.*

马来西亚木业加工总会 (MWMJC) 于 2023年12月6日举办一场讲座会，特邀讲员分享砂拉越的林业政策、砂拉越工业树林的最新资讯，以及三林集团在提高其初级产品价值方面的举措。MWMJC会员迫切与砂拉越合作解决当前所面对的原材料短缺问题。

left to right:

Mr George Yap, MWMJC President; Mr Nicholas Andrew Lissem, Assistant General Manager of STIDC; Ms Annie Ting, CEO of STA, Mr Yap Fui Fook, General Manager of Samling Downstream Manufacturing; and Mr Ng Boon Kuan, MWMJC Vice President



# STA's Occupational Safety & Health Committee Meeting

The members of STA Occupational Safety and Health (OSH) Committee met for the second time this year via online platform on 15 December 2023. The Committee Chairman, Mr Chang Kuet Ming highlighted the importance of OSH in meeting the environmental, social and governance compliance.

The Meeting received updates on revision of OSH in Forest Industry Training Module, the appointment of OSH Coordinator and proposed training accident investigation and reporting. In addition, the Meeting also delved into the planning of activities for the Committee in 2024.

These activities include the sharing of OSH statistics and best practices among members, the conduct of OSH training programme and engagement activities with Department of Occupational Safety and Health as well as distribution of OSH t-shirts as a token of recognition for those who attends OSH training sessions.

本会职场安全与卫生委员会在其本年度的第二次会议中强调职场安全与卫生(OSH)在环境、社会和治理合规方面的重要性。委员会也接收OSH模块修订、员工培训、委任协调员以及2024年活动规划的最新信息。

*Jawatankuasa Keselamatan dan Kesihatan Pekerjaan STA dalam mesyuarat keduanya pada tahun ini menekankan kepentingan Keselamatan dan Kesihatan Pekerjaan (OSH) dalam pemuatan alam sekitar, sosial dan tadbir urus. Jawatankuasa juga menerima maklumat terkini mengenai semakan modul OSH, latihan kakitangan, pelantikan penyelarasan dan perancangan aktiviti bagi tahun 2024.*

## 9<sup>th</sup> Regional Workshop on Timber Legality Assurance

The 9<sup>th</sup> Regional Workshop on Timber Legality Assurance, organised by the European Union Forest Law Enforcement, Governance and Trade Asia programme implemented by the

European Forest Institute, in collaboration with the Government of Lao People's Democratic Republic (Lao PDR) and Association of South East Asian Nations (ASEAN) Secretariat was held at Santi Resort and Spa, Luang Prabang City, Lao PDR on 6 and 7 December 2023.

The Workshop, attended online and in-person by government officials, members of civil society, and the private sector from countries such as Brunei, Cambodia, Indonesia, Malaysia, China and Japan, facilitated the exchange of practical experience on timber legality assurance arrangements, increased multi-stakeholder collaboration on forestry, governance, and timber trade issues. Progress on ensuring, documenting, and validating timber legality and development of due diligence approaches were also shared in the Workshop. STA, Malaysian Timber Council and Malaysia Timber Industry Board were nominated to represent Malaysia at the Workshop.

Throughout the Workshop, representatives from participating countries delivered presentations outlining their country processes and experiences in timber legality assurance. This included efforts to address illegal logging and associated trade within their countries, insights into key regulations' revisions, legality definitions and the progress made in monitoring and information system development and implementation.

Malaysia shared that the total certified forests under the Malaysian Timber Certification Scheme covers 6.21 million hectares. The three (3) legality systems within



Group photo at the teak plantation

Malaysia, namely Peninsular Malaysia Timber Legality Assurance System for Peninsular Malaysia, Sabah Timber Legality Assurance System for Sabah, and Sarawak Timber Legality Verification System for Sarawak were also highlighted. Some of the issues and challenges faced by the timber industry included the perception of tropical timber, the complexity of timber legislation from one country to another where inconsistent definitions, regulations, and requirements can create trade barriers, confusion, and inconsistencies in international cooperation efforts, etc.

The Workshop was followed by a field trip to a teak tree seed production area and a wood processing factory.

*Bengkel Serantau ke-9 mengenai Jaminan Kesahihan Kayu telah diadakan di Republik Demokratik Rakyat Lao pada 6 dan 7 Disember 2023 untuk meningkatkan kerjasama dalam kalangan peserta daripada pelbagai negara.*

*Perbincangan meliputi cabaran dalam jaminan kesahihan kayu, termasuk pelbagai peraturan dan kerumitan kerjasama antarabangsa. Malaysia berkongsi pandangan tentang liputan hutannya yang diperakui dan menyerlahkan cabaran seperti takrifan dan peraturan yang tidak konsisten dalam industri perkapuan.*

第九届木材合法性保障区域研讨会于2023年12月6日至7日在老挝人民民主共和国举行，以加强各国参与者之间的合作。讨论事项涵盖了木材合法性保障方面的挑战，包括多样化的法规和国际合作的复杂性。马来西亚分享了对其认证森林覆盖率的见解，并强调木材工业定义和法规不一致等挑战。

## Visit from the Malaysian Timber Council

During their visit to Sarawak, the delegation of 11 members led by Mr Mokhtar Mohd Yaacob, Acting Chief Operations Officer of The Malaysian Timber Council (MTC) paid a visit to STA on 14 December 2023.

The delegation was received by Ms Annie Ting, Chief Executive Officer of STA and her officers. Both parties engaged in a fruitful exchange of information, providing updates on current activities and explored potential collaboration between MTC and STA. Ms Ting shared insights into the current initiatives undertaken by STA such as ESG training and the formation of framework for timber industry in Malaysia. The anti-circumvention allegation on Malaysia Plywood to The Republic of Türkiye was also discussed.

Ms Ting underscored the importance of creating an interactive platform to serve as a catalyst to effectively address trade issues, facilitate business opportunities between Peninsular Malaysia and Sarawak, and drive advancements in timber trade development. The overarching goal is to secure a more significant global market share and promote the usage of timber in the domestic market.

由马来西亚木材理事会代理首席运营员，穆赫塔尔先生率领的代表团于2023年12月14日访问本会。双方交换资讯，讨论合作，及强调互动平台的需要以解决贸易问题并推动全球和国内木材工业的进步。



Ms Annie Ting, CEO of STA (second row, left) posed for photos with delegates from MTC led by Mr Mokhtar Mohd Yaacob, Acting Chief Operations Officer of MTC (standing in front)

*Delegasi yang diketuai oleh Encik Mokhtar Mohd Yaacob, Pemangku Ketua Pegawai Operasi Majlis Kayu-Kayan Malaysia melawat STA pada 14 Disember 2023.*

*Kedua-dua pihak bertukar maklumat, membincangkan kerjasama, dan menekankan keperluan platform yang interaktif untuk menangani isu perdagangan dan memacu kemajuan industri perikanan global dan domestik.*

## Stakeholder Engagement for the Study on Integrated River Basin Management Plan for Batang Saribas & Batang Samarahan Basin

The Department of Irrigation and Drainage, Malaysia (DID) had commissioned consultants, namely O.B.E Consulting Sdn Bhd and Jurutera Adda Sdn Bhd to carry out studies on the Integrated River Basin Management (IRBM) plan for Batang Saribas Basin and Batang Samarahan Basin, respectively.

The study aims to formulate an IRBM plan for Batang Saribas and Batang Samarahan river basin, addressing key objectives such as ensuring sufficient and clean water, reducing flood risk, and enhancing environmental conservation.

To facilitate this endeavour, the consultants for each of the study engaged with various stakeholders in Sarawak, including STA on 5 and 6 December 2023 at Citadines Uplands, Kuching. The goal of these sessions was to generate comprehensive proposals for the development and management of the river basin in an integrated manner.

During these interactive sessions, participants highlighted ongoing and upcoming projects within

the vicinity of the river basins and discussed issues as well as actions taken to address these issues.

Participants from both sessions recommended the consultants to focus on erosion and sedimentation, solid waste problem in river, flooding and water supply shortage when developing IRBM plan for these river basins.

*Jabatan Pengairan dan Saliran Malaysia (JPS) telah memulakan kajian mengenai rancangan Pengurusan Lembangan Sungai Bersepadu (IRBM) bagi sungai-sungai di Sarawak.*

*Dalam sesi bersama pemegang taruh pada 5 dan 6 Disember 2023, perunding telah disyorkan untuk memberi tumpuan kepada hakisan dan pemendapan, masalah sisa pepejal di sungai, banjir dan kekurangan bekalan air semasa membangunkan pelan IRBM untuk lembangan sungai-sungai ini.*

马来西亚灌溉和排水部(DID)已启动砂拉越河流综合流域管理(IRBM)计划的研究。在2023年12月5日至6日举行的利益相关者会议上，该研究的顾问获得多项在制定这些流域的IRBM计划上的建议，包括重点关注侵蚀和沉积、河流固体废物问题、水灾和供水短缺。

# Briefing on Trained Workmen



Haji Ahmad Ashrin Bin Mohammad Bohari, Regional Forest Officer Sibul (4<sup>th</sup> right) posed for group photo with participants at the workshop in Tanahmas Hotel, Sibul

STA Training Sdn Bhd (STAT) in-collaboration with Forest Department Sarawak (FDS) organised a series of briefings on *The Forests (Trained Workmen) Rules, 2015* (The Rules) with objectives to provide awareness and to enhance ground compliance against The Rules by the timber industry players as well as to deliver updates regarding skills training programmes offered by STAT as a Training Provider.

The briefings, carried out in Sibul, Bintulu and Miri on 7, 11 and 12 December respectively were attended by more than 100 participants from the timber industry, FDS, Yayasan Sarawak and Sarawak Timber Industry Development Corporation.

Mr Simon Ricky Dunstan, Senior Forest Officer of FDS in his presentation highlighted on the legal requirements and the consequences of non-compliance with the laws and regulations under Section 49 of *the Forests Ordinance, 2015 (Chapter 71)*.

He emphasised to all participant to be mindful and comply with The Rules which is currently in force as well as to nominate their forest workmen to undergo training related to the five (5) prescribed forestry activities specifically Tree Felling-Chainsaw (Natural Forest), Log Extraction-Tractor (Natural Forest), Log Loading-Front End Loader (Natural Forest), Clear Fell Site Preparation-Chainsaw (Forest Plantation) and Mechanical Site Preparation-Excavator (Forest Plantation). Besides that, Mr Simon also reminded all participants to register their workmen with FDS and maintain a copy at their registered office including their camps, as outlined in the DF Circular No. 3/2020.

Mr Wong How Chu from STA shared the skills training under *Section 51(1) of the Forests Ordinance, 2015* and other skills training programmes offered by STA. These training programmes aim to impart forest workmen with skill and knowledge associated with occupational safety and health, environmental compliance and sustainable forest management. He also informed that, with effect from 1 January 2024, the course fee for skills training will be charged at RM750 per day per skills set for STA member and RM1,500 per day per skills set for non-member (inclusive of members' contractor and sub-contractors who are not STA members).

As all the skills training programmes offered by STAT are approved under the Human Resource Development Corporation (HRD Corp), companies can utilise their levy contribution. Mr Wong also briefed the participants on the processes of training application. For more information on the training, please contact Mr Denis Aman and Mr Wong How Chu at 082-332222.



Mr Hwang Chiong Hee, Regional Forest Officer Bintulu (seated, centre) posed for group photo with Mr Simon Ricky Dunstan, Senior Forest Officer of Technical & Training Unit (seated, left), Mr Wong How Chu of STA (seated, right) and participants at Regional Forest Office, Bintulu.

STA Training Sdn Bhd (STAT) dengan kerjasama FDS, mengadakan taklimat mengenai Peraturan Hutan (Pekerja Terlatih), 2015 di Sibul, Bintulu dan Miri sepanjang Disember.

Pematuhan undang-undang dan latihan untuk aktiviti perhutanan yang ditetapkan telah diketengahkan, bersama-sama dengan program latihan kemahiran yang ditawarkan oleh STAT dan yuran berkaitan.

本会子公司STA Training有限公司(STAT)与砂拉越森林局合作, 于12月分别在诗巫、民都鲁和美里举办2015年森林(受培训员工)规则简报会。强调了规定林业活动的法律合规性和培训, 以及 STAT 提供的技能培训课程和相关费用。



Group photo with participants at Regional Forest Office, Miri

## Anti-Circumvention Investigation on Plywood Products Originating from Malaysia

The Republic of Türkiye has initiated anti-circumvention (AC) investigation on imports of plywood originating or exported from Malaysia following a petition from seven (7) companies in the country. This decision, made on 28 November 2023, comes in the wake of a notable surge in plywood imports from Malaysia to Turkey after the imposition of anti-dumping duties on China for the products under AC investigation.

The specific plywood products in question are wood sheets with a thickness of each layer not exceeding 6mm, classified under the Customs tariff code 4412.31.10.00.00; 4412.31.90.00.00, 4412.32.10.00.00, 4412.32.90.00.00 and 4412.39.00.00.00.

A virtual meeting, chaired by Ms Emie Syarina Binti Norizan, Senior Deputy Director in the Trade Development Division of Malaysian Timber Industry Board on 13 December 2023 discussed methods to assist the plywood industry in navigating the AC investigation and to determine the way forward on this pressing issue. The meeting was attended by representatives from Trade Practices Section of Ministry of Investment, Trade and Industry (MITI), Malaysian Timber Council, Ministry of Plantation and Commodities, Royal Malaysian Customs Department, the Malaysian Panel-Products Manufacturers' Association, Sabah Timber Industries Association and STA.

During the meeting, Mr Mohd Rashidi Yusof of MITI shared the definition of circumvention under the World Trade Organisation, characterising it as “measures taken by exporters to evade anti-dumping or countervailing duties”. This includes trade strategies employed to evade the anti-dumping or countervailing duties through circumvention illegal transshipment or falsification activity. MITI, recognising the gravity of the situation, sought the assistance of industry associations to urge their members, especially those engaged in exporting plywood to Turkey or are planning to enter the Turkish market in the near future, to respond to a questionnaire within 37 days from the initiation date of the investigation. This proactive response is crucial in avoiding the imposition of a hefty anti-dumping duty amounting to USD140/m<sup>3</sup>, mirroring the duty imposed to China.

*Republik Türkiye telah memulakan penyiasatan anti-circumvention terhadap import papan lapis dari Malaysia, berikutan petisyen daripada 7 syarikat di negara itu. Dalam mesyuarat yang dipengerusikan oleh Cik Emie Syarina Binti Norizan, Timbalan Pengarah Kanan di Bahagian Pembangunan Perdagangan Lembaga Perindustrian Kayu Malaysia, persatuan-persatuan industri digesa untuk mendapatkan ahli-ahlinya bagi menjawab soal selidik dalam tempoh 37 hari bagi mengelakkan duti anti-lambakan yang berat.*

土耳其共和国在该国七间公司提出请愿后，已对从马来西亚进口的胶合板发起反规避调查。马来西亚木材工业局的贸易发展部高级副局长，俄米莎丽娜女士在主持会议上，敦促木业公会迅速通知相关会员在37天内回复调查问卷，以避免被征收高额反倾销税。

## Briefing Session on Government Incentives in The Green Technology Sector

The Malaysian Green Technology and Climate Change Corporation (MGTC) organised a briefing session on Government Incentives in the Green Technology Sector on 7 December 2023 to assist local manufacturers, producers, suppliers, distributors and services to meet the demand of the local market and abroad in line with the National Green Technology Policy.

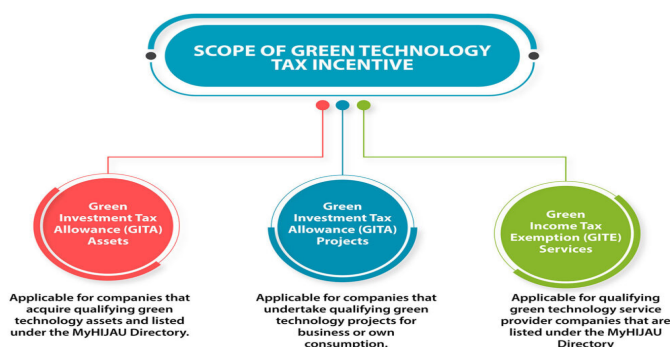
Held at Riverside Majestic Astana Wing, Kuching the briefing session provided participants with insights into the recognition of certified green products and services provided by Malaysian companies through MyHIJAU Mark. The MyHIJAU Mark unites all certified green products and services that meet local and international standards under one single mark.

In line with fostering the development of green products and services, the Government extends support through green technology tax incentives and financing, namely the Green Investment Tax Allowances (GITA) which has been extended to 31 December 2024 and the Green Income Tax Exemption (GITE) which shall expire on 31 December 2023.

The Government has also allocated RM1.0 billion until 31 December 2025, or until fully utilised (whichever is earlier) for Green Technology Financing Scheme 4.0. The financing scheme offers a rebate of 1.5% on interest/profit for the first five to seven years with 60% - 80% Government guarantee on the green component cost financed by participating financial institutions.



The MyHIJAU Mark, Malaysia's official green recognition scheme endorsed by the Government of Malaysia



*Perbadanan Teknologi Hijau dan Perubahan Iklim Malaysia (MGTC) menganjurkan taklimat mengenai Insentif Kerajaan dalam Sektor Teknologi Hijau, menekankan pengiktirafan MyHIJAU Mark, insentif cukai hijau dan sokongan pembiayaan yang tersedia sehingga 2025.*

马来西亚绿色科技与气候变化机构(MGTC)举办相关政府对于绿色科技领域的激励措施简报会，强调 MyHIJAU 标志认证、绿色税收和融资支持直至2025年。



# Engagement Session between Ministry of Plantation and Commodities & Malaysian Timber Association

A hybrid engagement session between the Ministry of Plantation and Commodities (MPC) and the Malaysian Timber Association (MTA) was held on 18 December 2023 at Putrajaya. MTA delegation was led by its president, Mr George Yap while MPC was led by Mr Wan Ahmad Asmady bin Wan Md Din, Senior Undersecretary of Timber, Tobacco and Kenaf Industries Development Division.

Ms Annie Ting, Chief Executive Officer of STA who is also the Honorary Treasurer of MTA attended the engagement session. Also present were relevant Government agencies from the three (3) regions, namely Sabah Forestry Department, Sarawak Timber Industry Development Corporation, Malaysian Timber Council, Malaysian Timber Certification Council, Malaysian Timber Industry Board and Forestry Department of Peninsular Malaysia.

During the session, Mr George Yap highlighted that the 10-year Malaysian Timber Industry Roadmap (MTIR)

is a good document for the Government to refer as it documents enablers, challenges, strategies and recommendations, as well as suitable solutions that the Government can consider and undertake to assist the timber industry achieve the three (3) core values of MTIR, namely sustainable, innovative and high value. Mr Wan Ahmad shared way forward to comply with international timber trade, particularly European Union Deforestation-free Regulation (EUDR) and informed that some committees, such as the sub-committee on mitigation of EUDR, have been set up to manage the implementation and compliance matters and other technical requirements.

During the discussion session, several topics were discussed, such as the industry's initiatives to improve the development in support of government agenda, actionable feedback from the Government to address challenges faced by the timber industry, the 80/20 ratio of local and foreign worker recruitment and gap analysis in employment.

*Dalam sesi penglibatan di antara Kementerian Perladangan dan Komoditi dan Persatuan Kayu-Kayan Malaysia pada 18 Disember 2023, perkara seperti Pelan Hala Tuju Industri Perakayuan Malaysia 10 tahun, pematuhan perdagangan antarabangsa, kerjasama dalam cabaran industri dan pekerjaan telah dibincangkan.*

马来西亚种植及原产业部与马来西亚木材公会于2023年12月18日进行交流会议，讨论相关马来西亚木材工业十年路线图、国际贸易合规、工业挑战和就业方面的合作等事宜。

## MTA Executive Committee Meeting No. 4/2023, and MTA Extraordinary General Meeting



Mr George Yap, the President of MTA chaired the MTA Executive Committee (EXCO) Meeting No 4/2023 and MTA Extraordinary General Meeting (EGM) on 18 December 2023 at Menara PGRM Kuala Lumpur.

During the meeting, EXCO members shared and discussed issues undertaken by each association. These included a comprehensive review of the 16 strategies and 55 recommendations outlined in the 10-year Malaysian Timber Industry Roadmap which

*Presiden MTA, George Yap mempengerusikan Mesyuarat Jawatankuasa Eksekutif MTA Bil. 4/2023 dan Mesyuarat Agung Luar Biasa MTA pada 18 Disember 2023. Mesyuarat EXCO membincangkan strategi Pelan Hala Tuju Industri Perakayuan Malaysia selama 10 tahun dan mengiktiraf kejayaan menjalankan Kursus Latihan ESG di Semenanjung Malaysia, Sabah dan Sarawak.*

had been formally presented to the Ministry of Plantation and Commodities (MPC) on the same day.

Additionally, the appointment of consultant to conduct a gap analysis comparing EUTR and EUDR was also highlighted, along with the success of the Environmental, Social and Government (ESG) Training Course held in Peninsular Malaysia, Sarawak and Sabah on 7-8 December, 11-12 December and 14-15 December respectively.

由马来西亚木材公会(MTA)主席叶宏展先生主持的本年度第四次执行委员会会议和特别大会于2023年12月18日召开。该会议讨论马来西亚木材工业十年路线图战略，并认可在马来西亚半岛、沙巴和砂拉越成功举办的环境、社会和治理培训课程。

## EGILAT Workshop

# : Stocktaking for Navigating Legal Timber

The Experts Group on Illegal Logging and Associated Trade (EGILAT), operating under the Asia Pacific Economic Cooperation (APEC) is implementing a project to facilitate the trade in legally harvested timber products by building capacity amongst the economies in the APEC region.

The project, led by the United States and co-sponsored by Malaysia, Australia, Chile, Indonesia and New Zealand, also aimed to support the delivery of EGILAT's proposed two-year policy theme: *Advancing the trade and distribution of legally harvested forest products: Navigating to legal timber*. Ministry of Plantation and Commodities, Forest Department Peninsular Malaysia, Forest Department Sabah and STA were nominated to represent Malaysia in this project.

A 2-day virtual workshop was held on 13 and 14 December 2023 as a stocktaking exercise to navigate legal timber, where approaches including timber legality frameworks, measures and other requirements which APEC member economies utilise to promote timber legality were shared.

In her welcoming remarks, Ms Jennifer Lloren Conje, EGILAT Chair reiterated the EGILAT's overall goal to enhance the efforts of member economies in combating illegal logging and associated trade, promote trade in legally harvested forest products, and support capacity building activities in member economies.

*Kumpulan Pakar Pembalakan Haram dan Perdagangan Bersekutu (EGILAT) di bawah Kerjasama Ekonomi Asia Pasifik (APEC) menganjurkan bengkel maya selama 2 hari pada 13 dan 14 Disember 2023 bagi menyokong projeknya yang bertujuan untuk memudahkan perdagangan produk kayu yang dituai secara sah. Bengkel memberi tumpuan kepada rangka kerja kesahihan kayu, kebolehhesanan, kawalan rantaian bekalan, pengawasan kerajaan dan akses pasaran, menonjolkan usaha kerjasama untuk memerangi pembalakan haram di rantau APEC.*

Throughout the workshop, key components essential for navigating legal timber within APEC member economies were discussed and participants delved into common topics crucial for capacity building, which includes traceability, transparency, domestic and foreign regulatory frameworks. They were also made aware of the intricacies of timber legality frameworks, as well as the paramount importance of traceability and transparency in the supply chain. Members collectively agreed to work towards a shared understanding of key data elements and tracking events, fostering interoperability in forest product supply chain data.

Timber legality assurance and verification systems in Malaysia and Vietnam, as well as certification standards in Australia were also discussed. The workshop also provided an update on the progress of the *EGILAT Compendium of Resources V.2.0*. This resource, designed to facilitate the trade and distribution of legally harvested forest products in the APEC region, showcased the collective advancements made during the workshop sessions.

亚太经济合作组织 (APEC)下的非法采伐及相关贸易专家组 (EGILAT), 于2023年12月13日至14日举办为期2天的线上工作坊, 以支持其旨在促进合法采伐木材产品贸易的项目。工作坊专注于木材合法性框架、可追溯性、供应链控制、政府监督和市场准入课题, 强调APEC区域打击非法采伐的合作努力。

## DF Circular No. 4/2023

### Corporate Social Responsibility (CSR) Contribution under the Certified Forests Management Unit (FMU) Through the Payment of Cess

The Forest Department Sarawak issued a DF Circular No 4/2023 with reference number (84)JHS/100-1/8/104/Jld.1 dated 21 November 2023 addressed to all holders of certified forest timber licence, and copied to STA on corporate social responsibility (CSR) contribution under the certified Forests Management Unit (FMU) through the payment of cess. The circular was circulated to all STA members on 1 December 2023.

The Forest Management Certification (FMC) of the forest timber licenses is a crucial key to ensure forest resources and other intangible benefits are sustainable for the future generations. The Government appreciates and acknowledges that the timber industries in Sarawak have tremendously contributed to the social and economic benefits through revenues collections whilst keeping the environment in balance. Rest assured that the Government will ensure that these benefits are to be equally enjoyed by various relevant communities, bodies or associations.

2. In the exercise of the powers conferred by section 47(1) of the Forests Ordinance, 2015 [Cap.71], the Director of Forests, with the approval of the Minister for Natural Resources and Urban Development, hereby impose the payment of Cess in respect of any forest produce taken from the certified FMU at the rate tabulated as follows:

Rate of Cess	Effective date
RM 15 per cubic meter	1st July 2024

3. Kindly inform your respective contractor, sub-contractor or agent on the foregoing direction.

## Meeting of MEF East Malaysia Region Members No. 11/2023

The Malaysian Employers Federation (MEF) East Malaysia (Sarawak) Region convened its meeting No. 11/2023 on 6 December 2023. The hybrid meeting was presided over by Ms Dayang Jamillah Binti Tun Abang Muhd Salahuddin, Consultant-Industrial Relations of MEF Sarawak, in the presence of Dr Dzulzalani bin Eden, Senior Consultant of MEF Sarawak, Senior Officers from the Department of Labour Sarawak, Department of Industrial Relations Sarawak, and Department of Trade Union Affairs Sarawak.

During the meeting, Ms Nazatulshima Che Hassan, Director of the Department of Trade Union Affairs, Perak, presented on the proposed amendments of the Trade Union Act 1959 (Act 262). She informed that the Trade Union (Amendment) Bill 2023 had been tabled and approved in the Dewan Rakyat on 10 October 2023.

Subsequently, it was successfully passed in the Parliament on 28 November 2023. The proposed changes seek to enhance existing provisions within the Act and ensure compliance with the Labour Chapter of the Comprehensive and Progressive Agreement for Trans-Pacific Partnership. The amendments, affecting 36 sections of the Act, reflect the evolving trends and movements within the trade union landscape in Malaysia.

*Persekutuan Majikan-Majikan Malaysia (MEF) Wilayah Malaysia Timur (Sarawak) mengadakan mesyuarat ke-11 pada 6 Disember 2023 untuk membincangkan cadangan pindaan Akta Kesatuan Sekerja 1959, yang bertujuan meningkatkan hak pekerja dan memastikan pematuhan kepada perjanjian antarabangsa.*

马来西亚雇主联合会(MEF)东马(砂拉越)区域于2023年12月6日召开第11次会议,讨论1959年工会法令的拟议修正案,旨在增强员工权利并确保遵守国际协议。

*Jabatan Hutan Sarawak mengeluarkan Pekeliling DF Bil. 4/2023 dengan nombor rujukan (84)JHS/100-1/8/104/Jld. 1 bertarikh 21 November 2023 yang ditujukan kepada semua pemegang lesen hutan yang diperakui, dan disalinkan kepada STA mengenai sumbangan tanggungjawab sosial korporat (CSR) di bawah Unit Pengurusan Hutan (FMU) yang diperakui melalui pembayaran ses.*

*Pekeliling tersebut telah diedarkan kepada semua ahli STA pada 1 Disember 2023. Petikan daripada pekeliling adalah seperti yang dinyatakan dalam artikel.*

砂拉越森林局于2023年11月21日发布本年度第4则编号为(84)JHS/100-1/8/104/Jld.1的通告。该通告致函于所有获得认证的森林木材许可证持有者,并提供本会相关获得认证的森林管理单位(FMU)通过缴纳税款为企业社会责任(CSR)做出贡献。该通告已于2023年12月1日转发给本会会员。以上通告的摘录如英文版所列。



STA, in collaboration with Forest Department Sarawak and WWF-Malaysia, with support from International Tropical Timber Organisation is organising an International Conference in March, 2024. **Participation to the Conference is by invitation only.**

*STA, dengan kerjasama Jabatan Hutan Sarawak dan WWF-Malaysia, dengan sokongan daripada Pertubuhan Kayu Tropika Antarabangsa menganjurkan Persidangan Antarabangsa pada Mac, 2024. **Penyertaan ke Persidangan itu adalah melalui jemputan sahaja.***

本会与砂拉越森林局和世界自然基金会马来西亚分会合作,在国际热带木材组织的支持下,将于2024年3月举办国际研讨会。该研讨会仅限受邀人士参加。

## STA Review Going Digital

STA Review will be transitioning from physical printed copies to electronic copies beginning March 2024 Issue. To ensure our readers stay connected and up-to-date, we encourage readers to inform STA if they wish to be notified on the availability of the latest issue of STA Review.

With the phasing out of printed copies, subscriptions will no longer be required starting March 2024 Issue.

*STA Review akan beralih daripada salinan bercetak kepada salinan elektronik mulai Keluaran Mac 2024. Untuk memastikan pembaca kami sentiasa berhubung dan mendapat maklumat terkini, kami menggalakkan pembaca memaklumkan kepada STA jika mereka ingin dimaklumkan mengenai terbitan terkini STA Review. Dengan pemansuhan salinan bercetak secara berperingkat, langganan tidak lagi diperlukan mulai Isu Mac 2024.*

自2024年3月份起, STA Review 月刊将从纸质印刷版转为电子版。为了确保与读者保持联系并了解最新动态,本会鼓励读者通知本会以获得有关最新一期 STA Review 的通知。此外,随着印刷版的逐步淘汰,从2024年3月份开始将不再需要订阅。

# 2023 in Review

## January



Courtesy Visit to the Deputy Prime Minister cum Minister of Plantation and Commodities, organised by Sarawak Timber Industry Development Corporation



Combined Category Meetings of STA Furniture and Other Woodworking, STA Moulding and STA Sawmilling



Field Visit to STA-Funded *Falcataria moluccana* Research Project-Phase 3, followed by STA Forest Plantation Committee Meeting



Hosted the discussion on Forest Stewardship Council Policy to Address Conversion and FSC Remedy Framework



# February

Courtesy Call to Sarawak Timber Industry Development Corporation

Courtesy Visit by STA delegation to the Deputy Prime Minister cum Minister of Plantation and Commodities



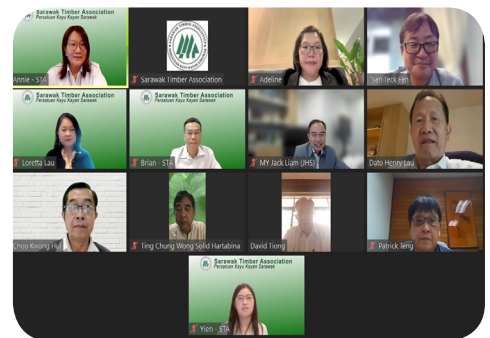
Engagement with Mr Steven Sim, Deputy Minister of Finance II



STA Timber Products Marketing Committee Meeting No 1/2023



STA Log Marketing Category Meeting No 1/2023



Board of Honorary Advisers Meeting No 1/2023



Stakeholder Engagement for Port Services Requirement Study for Miri Port by PricewaterhouseCooper

Exchange of Memorandum of Understanding between Ms Dayang Nena, CEO of Sarawak Design Centre and Mr Wong Ting Chung, STA Honorary Secretary at Sarawak Design Week 2023



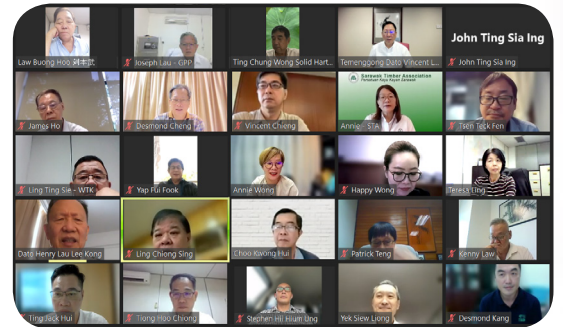
# March



STA Annual General Meeting



Engagement between STA Forest Plantation Committee and Sarawak Timber Industry Development Corporation



STA Council Meeting No 1/2023



STA Forest Plantation Committee Meeting No 2/2023



Participated in the Focus Group Discussion on National Biomass Action Plan Development Study by Ministry of Plantation and Commodities

*Attended Meetings of the Technical Working Groups formed under Sarawak Special Task Force to Facilitate Business (SAMUDAH)*



*Technical Working Committee on Investment & Trade*



*Technical Working Committee on Service Delivery, Public and Private Sectors*

*Participated in the International Conference on Timber Certification: Exploring Future Frontiers*



*Engagement with Chemsain on training for timber industry*

*Engagement between Department of Labour Sarawak, Forest Department Sarawak and STA on employees' minimum standards of housing, accommodations and amenities requirements*



*Visit by ITTO Executive Director*



*Presentation of STAM financial contribution administered by STIDC to 12 schools during Tanjung Manis' Day 2023 Dinner*



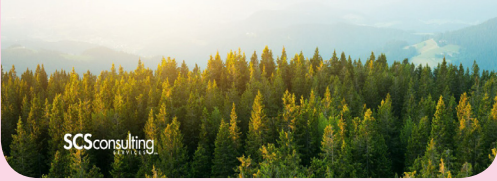
# April



ONLINE BRIEFINGS AND WEBINARS ATTENDED BY STA SECRETARIAT

Preparing for FAR's Greenhouse Gas Regulation: What SMEs (& Major Government Contractors) Need to Know

APRIL 13, 2023 | 10 AM PACIFIC



SCS consulting

Join our webinar!

20 April

10:00 CEST | 15:00 CEST

INTRODUCTION TO THE NEW

EU DEFORESTATION REGULATION

By PEFC International



DISCOVERING MARKET POTENTIALS FOR MALYSIAN TIMBER PRODUCTS IN EUROPE



Tuesday 18 April 2023

3.00 pm (Malaysian time)

Registration Link: <https://mtc.com.my/EUTimberMarketUpdate>

Welcoming Remarks by: **She Norazliha Abdul Bahman** Chief Executive Officer, Malaysian Timber Council  
**Ingvar Kristensen** Purchaser at Deiker Houw, The Netherlands & Board Member of Centrum Houw, the Dutch Forestry Association  
**Nils Olaf Petersen** Head of Department Foreign Trade, DG Holz [German Wood Federation]

MALYSIAN WOOD|EXPO

International Wood & Woodworking Machinery Expo



Jointly Organized by: MTC, PAKS, FORTUNE

18-20 JUNE 2023

MITEC (Malaysia International Trade and Exhibition Centre) HALL 2|3|4

10 AM - 6 PM | 18 AND 19 JUNE 2023  
 10 AM - 5 PM | 20 JUNE 2023



Stakeholders Meeting for the Helmeted Hornbill Project in Usun Apau National Park



Lab on Way Forward for License for Planted Forests by Sarawak Timber Industry Development Corporation



Attended the Briefing on ITTO-supported Project Management of Upper Baram Forest Area for Conservation and Sustainable Development



Educational Group Visit from Girls' Brigade and Boys' Brigade of Kuching to STA Exhibition Centre





May



Attended the International Conference on Engineered Wood Sarawak 2023

Courtesy Call by Sarawak Regional Director of Employees Provident Fund



Joint Meeting of STA Hill Logging Committee and STA Certification Committee



Engagement with Marubeni Malaysia Sdn Bhd



Malaysian Timber Association Executive Committee Meeting No 1/2023



SESI 2  
SEKTOR KAYU-KAYAN  
60 MINIT



Attended the Dialogue between the Minister of Plantation and Commodities and the Agricommodity Industry



STA Mutual Sdn Bhd Sponsors "Run To Save Lives 3.0"



Trainers of STA Training Sdn Bhd delivered online trainings at the National Training Week 2023



# June



Attended the 111<sup>th</sup> International Labour Conference



Training on Occupational Safety and Health Coordinator



Attended MTCC's 24<sup>th</sup> AGM



Participated in the Lab for Preparing Policy on the Establishment of Mills in License for Planted Forest Area and Use of Mobile Equipment & Facilities by STIDC



Meeting between FDS, STIDC, HTSB and STA on Timber Legality Guidance Template



STA Panel Products Committee Engagement with Executive Director of International Wood Products Association



Visitors at STA booth at the Malaysian Wood Expo 2023



STA x CIMB Engagement Session on Environmental, Social and Governance

# July

Farewell Visit by GM of STDC



STA Forest Plantation Committee's Engagement with Sabah Timber Industries Association and Visit to Jawala Plantation



STA Forest Plantation Committee Meeting No 4/2023



Seminar on Occupational Safety & Health in the Timber Industry by STA and DOSH



Attended the Seminar on "ESG: The Way Forward for Timber Industry"



Joined the Dialogue on Foreign Workers Recalibration Programme 2.0

# August



Winners of STIDC Golden Jubilee Award 2023



Remote Pilot Certificate of Competency Training, jointly organised by STA and Chemsain



**MEF ANNUAL GENERAL MEETING 2023**



Attended the Kursi PUSAKA Seminar



Initiated Dialogue with Deputy Minister in Premier of Sarawak's Department (Labour, Immigration and Project Monitoring) on Proposed Amendments to Sarawak Labour Ordinance



Field work during the High Conservation Value-High Carbon Stock Approach Assessor Training Course, jointly organised by FDS, WWF-Malaysia and STA



Meeting between FDS, STIDC, HTSB and STA on the Revision to the Country Specific Guidelines for Malaysia-Sarawak



**Most Diversified and Value-Adding Timber Manufacturer**  
Winner: Samling Group of Companies



**Excellent Wood Panel Producer**  
Winner: Shin Yang Group of Companies



**STIDC High Performance Timber Contractor (Natural Forest)**  
Winner: Solid Hartabina Sdn Bhd



Attended the Sarawak Customs/Private Consultant Panel Meeting No 1/2023

# September



Presented letter requesting for longer period for business losses to the Deputy Finance Minister II, Mr Steven Sim during dialogue session with him



23<sup>rd</sup> Joint Meeting of JLIA/JPMA/APKINDO/STA/STIA in Jakarta, Indonesia



Participated in the Sustainability (ESG) Accelerator Training



Attended Rubberwood (Hevea Wood) Lab



Joined the meet-and-greet session with local communities for the ITTO Projects in Ulu Baram Forest Area



Presentation of STAM Financial Assistance administered by STIDC to Schools and Universiti Teknologi MARA



World Heart Day 2023 (STA contributed towards ongoing project to raise funds for the purchase of Magnetic Resonance Imaging machine for Sibuh Hospital)



Courtesy Call by Bursa Carbon Exchange



Organised an Update on Clean Wood Act



Meeting with MTIB Chairman, Datuk Larry Sng

# October



Presentation of Completion Report for STA-Funded Quality Kelampayan Research Project



Attended the Journey to Zero Conference



Participated in the Refresher Training on Reduced Impact Logging Guidelines



Development of Blueprint for Engineered Wood Products Industry in Sarawak Workshop 2.0



Joined the Seminar on Aggressive Industrial Forest Plantation Research & Development Programme



Meetings of STA Subsidiary Companies



Hosted the Malaysian Timber Association's Executive Committee & Extraordinary General Meeting



Presentation of Completion Report for STA-Funded Quality Kelampayan Research Project



Joined in the MTA's Courtesy Call to Sarawak Timber Industry Development Corporation

# November

2023 全球合法與可持續木業高峰論壇  
 FORUM GLOBAL DE MADEIRA LEGAL & SUSTENTAVEL 2023  
 GLOBAL LEGAL & SUSTAINABLE TIMBER FORUM 2023  
 連接、合作、共享·共促全球木業市場復甦  
 Ligar, Cooperar e Partilhar para Promover a Recuperação do Mercado Mundial das Madeiras Tropicais  
 Connect, Cooperate and Share to Promote the Recovery of the Global Tropical Timber Market  
 11月21日 2023  
 中國廣州 21/11/2023

The Key Challenges and Difficulties of International Cooperation in Timber Supply Chains

By Dato Henry Lau, Chairman of Sarawak Timber Association  
 24 November 2023



Dato Henry Lau, Chairman of STA and Ms Annie Ting, CEO of STA presented at the Global Legal & Sustainable Timber Forum 2023



Attended the 59<sup>th</sup> Session of the International Tropical Timber Council



Participated in the Training on Getting SMEs Onboard the ESG Journey



Workshop on Post-Pilot Project of Environmental Compliance Audit for the Forestry Sector, jointly organised by STA and NREB



STA Council Meeting No. 2/2023

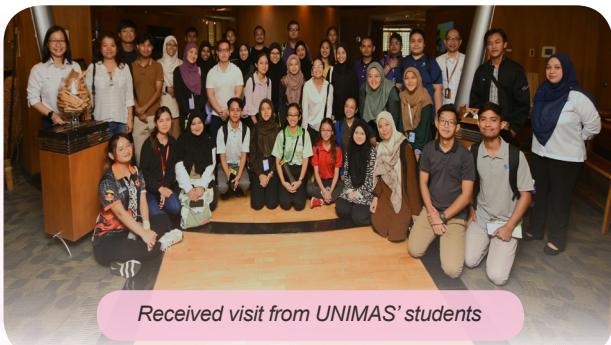


Sarawak Timber Industry Commodity Trek

STA Forest Plantation members contributed towards the implementation of the Greening Sarawak Campaign



Attended the STIDC Industry Update 2023



Received visit from UNIMAS' students



Presentation of STA Prizes at UNIMAS



# OPERATOR TRAINING PROGRAMME DECEMBER 2023

Skills training in forestry activities have been designed to provide forest workmen with basic knowledge and practical skills required to work safely in the forests. It helps to create awareness on the environment, sustainable forest management as well as occupational safety and health.

STA Training Sdn Bhd (STAT), a subsidiary company of STA, offers training to workmen in the forestry and timber industry. Presently, there are twelve (12) skills sets offered by STAT.

For this month, STAT conducted ground operator training programme as follows:

## > Tree Felling - Chainsaw (Forest Plantation)

**STAT Trainer / Assessor** : Mr Sumbang Rani

**Date** : 2 - 7 December 2023

**Location** : Marudi Reforestation Harvesting

**Company** : Syarikat Samling Sdn Bhd

## > Log Loading - Excavator (Forest Plantation)

**STAT Trainer / Assessor** : Mr Sumbang Rani

**Date** : 8 - 12 December 2023

**Location** : Marudi Reforestation Harvesting

**Company** : Syarikat Samling Sdn Bhd



Under Section 51 of the Forests Ordinance 2015, forest workmen are required to receive training from a training provider and demonstrate their competence through assessment. STA Training Sdn Bhd (STAT) is the appointed training provider by Forest Department Sarawak to provide skills training for the five (5) prescribed forestry activities (PFAs) as listed in Schedule 1 The Forests (Trained Workmen) Rules, 2015.

## GET IN TOUCH

For more information, contact **Dr Suzie Adee** at 082 - 332 222 or email at [suzie@sta.org.my](mailto:suzie@sta.org.my)