



Oct 2014

Dec 2014

THE SPLINTER

EMPLOYEE NEWSLETTER

the
CHRISTMAS
Edition



2014 has seen more logs cut, more timber dried, more timber moulded and more timber delivered than ever before in AKD's history. As 2014 draws to a close, we would like to take this opportunity to thank all AKD employees for a massive effort throughout the year. AKD is fortunate to have a strong number of committed employees who are willing and able to put in the effort and hours without hesitation. We would like to thank the families of these employees for their understanding and support to allow us to achieve these goals as a team.

2015 is set to be a bigger year again with further upgrades to both the Green and Dry mills allowing us to continue to achieve productivity gains. There are several employees who have recently stepped up into leadership roles and we are confident that these people and their teams have the ability to take AKD to a new level of excellence in 2015.

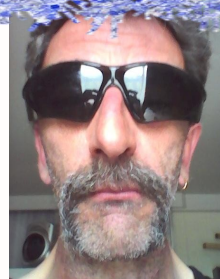
Merry Christmas Everyone!
From Carl Angus & John Browne
Operations Managers.



BEFORE

MOVEMBER

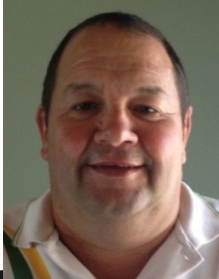
By Jon Warton



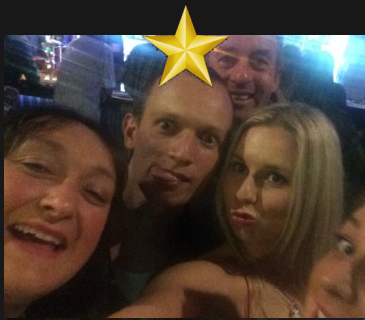
At the end of October I sent out a group email to see who at AKD might be interested in joining me to raise funds for Movember. Movember is a great cause and all monies raised go towards helping with Testicular and Prostate Cancer and Mental Illness in men. After only receiving comments from people who could not grow moustaches, I thought I might have to go it alone! But thanks to a suggestion, and without giving up, I posted flyers on all of the notice boards at AKD and from that we received a great response.

The following 9 people got involved in the "AKD Movember team" John O'Crehan, Liam Buchanan, Luke McCarthy, Preston Alley, Mathew Veltman, Andrew Bath, Daniel Anderson, Steven Lee and myself, growing some very impressive moustaches which raised \$2055 for the cause!

Thank you to all those involved with the AKD Mo-Team.
An absolutely great result which we hope to improve on next year!



AFTER



AKD CHRISTMAS PARTY

AKD celebrated the end of another great year with our annual Christmas Party hosted by Straight Shooters in December.

The event brought together over 130 members of our team, who partied the night away with cold drinks, classic beats and games of pool. AKD's own Jade Egan on the drums, with his band "2 FAT 2 SKATE" rocked out some old favourites, while only the bravest dancers showed us their moves on the dance floor.


Food and drinks were going down a treat as work colleagues from all departments mingled and were jolly. We wish to thank those that attended, and we hope everyone had a fantastic time!





AKD Christmas Pay Dates 2014

Please see the below calendar and read it through carefully.
This provides the pay dates on which you will be paid over the Christmas period
If you have any questions, please contact your supervisor.



MON	TUES	WED	THURS	FRI	SAT	SUN	
8 DEC	9 DEC	10 DEC	11 DEC	12 DEC	13 DEC	14 DEC	this week to be paid on 18/12/14 as normal
15 DEC	16 DEC	17 DEC	18 DEC	19 DEC	20 DEC	21 DEC	this week to be paid on 23/12/14
22 DEC	23 DEC	24 DEC	25 DEC P/HOL	26 DEC P/HOL	27 DEC	28 DEC	this week to be paid on 30/12/14
29 DEC	30 DEC	31 JAN	1 JAN P/HOL	2 JAN	3 JAN	4 JAN	this week to be paid on 08/01/15
5 JAN	6 JAN	7 JAN	8 JAN	9 JAN	10 JAN	11 JAN	All adjustments will be paid in this week

- NOTES**
- Actual Pay dates are circled in BLACK
 - All overtime, adjustments, deductions, additions will be processed during the week ending 11/01/15
 - Any queries, questions or concerns, please contact your supervisor

SHUTDOWN PERIODS

Department	Last Day Worked	Start Back Date
ADMIN	24th December 2014	5th January 2015
COLAC GREEN MILL- DAY	23rd December 2014 (working Melb Cup in lieu of 24th December)	5th January 2015
COLAC GREEN MILL- ARVO	23rd December 2014	5th January 2015
COLAC KILNS	24th December 2014 (6pm)	27th December 2014 (6am)
IRR GREEN MILL- DAY	24th December 2014	5th January 2015
IRR GREEN MILL- ARVO	23rd December 2014	5th January 2015
IRREWARRA KILNS	24th December 2014 (6pm)	27th December 2014 (6am)
CLEANERS	24th December 2014 (working day shift)	5th January 2015
DRY MILL	23rd December 2014	5th January 2015
EWP & PAULDOCKER	23rd December 2014	5th January 2015
TREATMENT PLANT	23rd December 2014	5th January 2015
DISPATCH	19th December 2014	5th January 2015
FORESTRY	As agreed	
MAINTENANCE	As per agreed roster	





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FORESTRY PLANTING SEASON

Our Forestry department consists of 9 permanent personnel with access to numerous contractors to assist with planting, weed control, fertilizing, pruning, site preparation, harvesting and carting our forest products.

This winter we have planted a total of 360 hectares which equates to nearly 600,000 pine trees across multiple second rotation sites extending from Penola in South Australia, to Ballarat and down to the Otways.

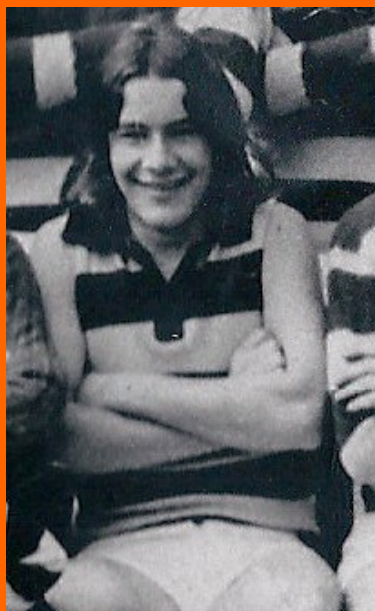
Before planting commenced most of the plantable area required site preparation which can include chopper rolling, mulching or raking depending on the site. This kept us busy organising and supervising contractors and preparing operation plans and maps for each plantation.

This year AKD utilised three planting contractors who were supervised by the bush crew. The bush crew supervise quality control on the trees supplied by the nursery and how they are planted by the contractors. The majority of this years planting was completed in just three weeks which was an outstanding effort. Planting is completed when soil moisture is high in mid winter which means that the bush crew and planters experience extreme conditions whilst planting.

Now that planting has taken place, we have the task of post plant weed control and fertilizing to ensure the trees get the best start possible to maximise the amount of good quality sawlog for our mills in the future.

Well done to the Forestry Crew....Resource Manager – Neil Harris, Forest Technical Officer – Jo Foster, Forestry Supervisor – Russell Rodda, Bush Crew Team Leader – Warwick Hamer, Bush Crew Members – Ralph Hossack, Daniel Heinze and Neil Elsum.

Merry Christmas! From Jo Foster, Forest Technical Officer



GUESS WHO?

Can you see anyone familiar in this picture...
Perhaps a certain man who
works in Forestry?

(See back page for answer)

New Employees

AKD welcomed these new employees in Aug– Nov, and encourages everyone to make them feel welcome and work together to keep them safe. New employees are encouraged to ask a lot questions, so please help them out.

- Daniel Martin – GMI
- Gurpreet Singh – GMI
- Jason Connley – GMI
- Joshua Wallace – GMI
- Corey George – GMI
- Nathan Harper – DIS
- Shaun Daniels – GMC
- Joshua Sugar – DMC
- Michael Mackay – DMC
- Mark Seabrook – DMC
- Luke Mullholland – DMC
- Peter Phillips – DMC
- Shane Young – DMC
- Enrique Balton – DMC
- Joshua Hus – DMC
- Paul Cragg – DMC
- Scott O'Neill – DMC
- Gary Dolan – DMC
- Naomi Maaka – DMC
- Kelvin Mooney – GMC
- James Garner – GMC
- Troy Doherty – GMC

Office Upgrade - Maintenance Workshop

Due to continuing growth within the Maintenance & Electrical departments additional office space and larger facilities were required to accommodate the additional roles, plus the existing lunch facilities were too small and crowded.

Architect Geoff DeLaRue was engaged to develop drawings for the construction of the offices. The final design incorporated 3 new upstairs offices, new lunch room, meeting room, IT office, revamped electrical manager's office, relocation & fire proofing of the main server room and converting the old server room into the condition monitoring technicians test room. In addition the office that used to divide the old store area and workshop was removed as part of the wider project to increase the size of the working area in the whole workshop, it also improved the visibility across the workshop.

'Spence Construction' was the principle contractor engaged to complete the project, which was well managed and done to a high standard and on time. Thanks to all who were involved in the project.

The construction took approximately 8 weeks to complete. The new offices & facilities are working well with the larger improved lunch room providing employees with a well equipped area to take their rest breaks in comfort. It has also set a new standard of expectation.

- Graeme Hall, Project Manager



Driver vies for national crown

by Devon McGillicuddy

A Colac truck driver will travel to Queensland to compete for the crown of Australia's best truck driver and \$10,000.

AKD truck driver Ross Maw said he had to pass a written multiple-choice test and a verbal test to progress as one of 12 truck drivers for the Australia-wide final.

"It was testing your knowledge on all different kinds of stuff like the weights and measurements and the safety devices on the trucks and things about emergency procedure," Mr Maw said of the two tests.

"It's was great to get through, especially when I didn't really think anything of it," he said.

Mr Maw said Scania Trucks would host the competition's final round on the Gold Coast in Queensland next month.

He said the truck company had paid for the trip and accommodation for

Mr Maw and his wife Louise.

"The final test includes a driving test and you've got to do that in the best time, finish with the most points and do it with the best fuel economy," he said.

"There's a reversing test and then there's a load restraining test, they're really just testing your driving abilities."

Mr Maw said he started driving trucks at AKD 14 years ago and said he thought preparing for the final round would be easy.

"I'll study up on the safety side of things, but as for the reversing and driving I do that every day as my job so I don't really think there's much more I can do for that," he said.

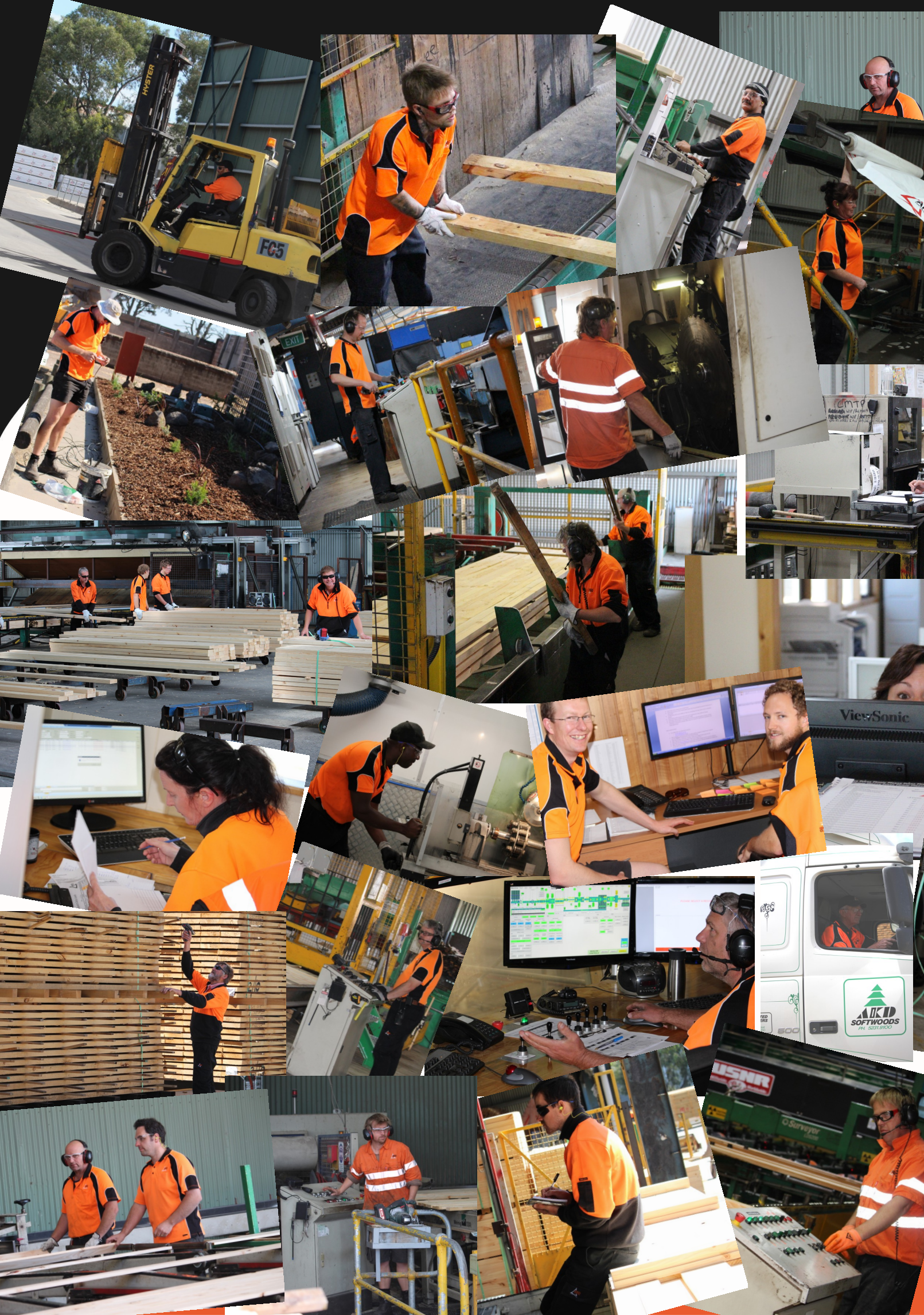
"I'll just have to get out there and drive the best way I can, I think I'll do okay."

"But it doesn't really matter too much, getting the free trip up there and just getting there is pretty good."



DRIVING: Colac's Ross Maw will compete against 11 other truck drivers for the crown of Australia's best truck driver

AKD
truckie
recognised







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Minister Visit

During October AKD had a visit from the Federal Minister for Trade and Investment, The Hon Andrew Robb AO MP. He was accompanied by the local Federal MP, Sarah Henderson, and senior advisors.

Luke Vesey and myself gave a presentation on AKD Softwoods including our history and future direction. This was followed by a tour of our Colac Green Mill. Both Mr Robb and Ms Henderson were very impressed with our operation and level of leading edge technology and employee engagement.

- David McGinness, Risk Manager



Mahild Continuous Drying Kilns Under Construction

By now you would have noticed the civil works going on in the South West corner of the Site (the old Dry Mill carpark). These foundations represent the installation of Australia's first Continuous Drying Kilns (CDK's).

Although these kilns are common in North and South America and have been built on several sites in New Zealand ours will be the first in Australia (we just beat Timberlink in the South East who a rumored to be next cab off the rank). The first CD Kiln should be ready in April with the second due to start in late May/June.

The principal behind the CDK's is remarkably simple. Instead of the current system, energy being used to heat air then have the air saturated with moisture from the wet wood and vented out, then new dry cool air required to be re-introduced that needs to be heated. The CDK's use the heated, moist air created while heating the green timber at the infeed of one chamber and direct it across to the outfeed of the chamber next door to recondition the dry timber moving out. This "double use" of heated air makes the Mahild CDK's almost twice as efficient as a traditional box kiln.

The kilns will use hot water as the heating medium through the kilns and the water will be heated via two five megawatt gas fired package boilers. While it would have been nice to have wood waste boilers as the energy source, high purchase cost and a very long lead time precluded AKD from using wood waste boilers at this stage. The gas boilers do require less maintenance and in combination with using water as the heat medium will be a very clean option.

Around the time of the second CDK kiln coming on-line in June, the old briquette fuelled heat plant and kiln operation at Irrewarra will be moth balled on a care and maintenance program (not decommissioned as we have all been around long enough to know you never say never!). It is a positive that AKD will no longer be burning coal, and moving to the 'cleaner option' of gas.

No employees will be made redundant through the process of commissioning the new CDK's and moth balling the Irrewarra kilns, however it is certainly true that people's roles will change as a result of our changing processes. These kilns will help AKD pursue lowering the production cost and increasing the production scale of the business, which we know is critical to our ongoing success.

- John Browne, Operations Manager — Sawmilling



On the 13th of October we had a fire within the oil pipe work infrastructure on Kiln 9. Thankfully there were no injuries.

KILN FIRE

A big thank you to Shane Norman (forklift operator) for his alertness and observation, the oil leak and subsequent fire was brought to our attention early at around 1.15pm, at which time our risk management processes including our Business Continuity Plan and Crisis Management Team were activated. These performed well in response to the situation.

Our employees response was exceptional and their efforts had a significant positive impact in containing the fire and subsequent damage. We thank all employees who helped subdue the impact of the fire, and for their commitment to seeing operations returning to normal as soon as possible.

Special thanks also to the CFA for their help and professional approach in dealing with the incident.

Planning for repair commenced immediately. The response from employees and contractors was immediate enabling repair work to commence Monday evening. Thanks to Stuart Johnstone and the whole electrical team for handling the electrical and controls reinstatement, 'Leslie Maintenance and Pipe Fitting' for removal and replacement of pipe work and 'Insulpak' for insulation and cladding of pipe work and all others who supported us. Our maintenance team worked tirelessly during the rebuild period with whatever task assigned. These guys did an amazing job, working huge hours.

A great team effort, co-ordinated by Paul Muscat, resulted in the effected kilns being back in operation 75 hours after the incident.

Thanks to everyone for your efforts, not only reinstating the kilns but ensuring the rest of the plant continued to operate as usual. Many 3rd parties have commented on how professional, hardworking and committed the AKD maintenance team are.

A FANTASTIC RESULT.

— **David McGinness, Risk Manager.**



Southern Speciality Packaging all Wrapped Up

After more than 25 years producing speciality packaging solutions Southern Speciality Packaging (SSP) ceased operations on Friday December 4th, 2014. SSP was previously a customer of AKD which we acquired in 1990. The operation has been very successful, lead by Russell Bellears, the Site Manager. The site has supplied products to major businesses such as 'Alcoa' and 'Sleepmaker'.

SSP's major customer was Alcoa at Point Henry. With Alcoa shutting down this year we were forced to look at alternatives, however without readily available long-term customers AKD had no option but to close its doors on this operation.

Three of the four employees will continue their employment with AKD. Heath has decided to take on new opportunities in Geelong. We wish him well in the future.



Heath Humphreys, Darryl Mirre,
Brett Kayler-Thomson, Russell Bellears



Health

As we leave behind the cold winds and muddy yards, it is important to recognise that our changing climate and conditions means changing hazards and risks.

Heat, dust and even sweaty conditions all add to the pressures of your working day. AKD has been putting in place many measures to try and minimise the effect extreme weather has on you, however the sheer nature of our work makes it very difficult to eliminate the problem completely.

As well publicised throughout the site HYDRATION is the key to beating the heat. Your body depends on water for survival, and in fact water makes up more than 50% of your body weight. Every cell, tissue and organ in your body needs water to function correctly, as well as maintaining your bodies temperature, removing waste and lubricating joints.

As a general rule of thumb if you believe you are thirsty, you have already let your dehydration go too far. You NEED to consistently maintain your water levels throughout the day by drinking water regularly. It is important to understand that it is water that you need, not just liquid. Soft drink, cordial, coffee, tea and energy drinks are not as effective as water. In fact some can have a reserved effect.

A good measurable sign of dehydration is the colour and regularity of your urine. A well hydrated body should produce clear urine at least every 3 hours. Not feeling the need to go to the bathroom is another sign of dehydration, as your kidneys will start to shut down to preserve body water. Use the above graph as a guide to assess your hydration and take appropriate actions. This has been placed in toilets throughout the site.

Stay Alert, Ask Questions and Stay Safe.

On another note, the lead up to and out of the Summer Holiday and the Christmas period is often a time when we either let our safety guard down as we move in and out of holiday mode, or our attention is side tracked by thinking of family pressures and stress. It is extremely important over this period that we stay alert and do not let the fantastic safety efforts made throughout the year go to waste.

If you are concerned for yourself or someone else's safety, whether that be due to dehydration or other, alert your supervisor immediately.

Have a nice break everyone.

HYDRATION URINE COLOUR CHART		AKD
Well Hydrated Drink water regularly <u>ie 250ml every half hour</u>		
Dehydrated <i>Drink at least 500ml water now and keep drinking water regularly until urine is clear</i>		
Severe Dehydration <i>No symptoms? DRINK 1-2 L WATER NOW</i> <i>Minor symptoms? Move to a cool area. See a doctor NOW</i>		
Blood- see a doctor Immediately		
Severe symptoms? Do not drink water		
		Call 000



- Clark Rodger - HR Coordinator

& Safety

Invest some TIME in your HEALTH

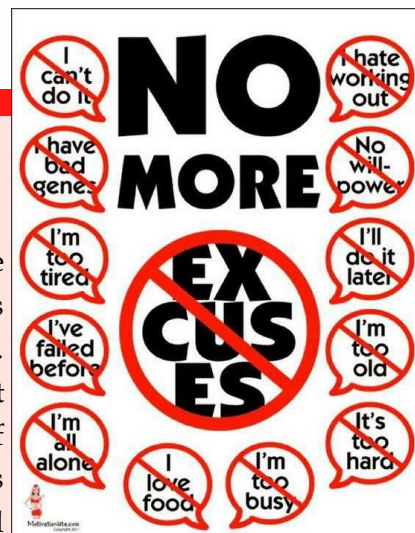
Many of us fall into a routine of poor eating and avoidance of exercise over the winter months as it is very easy to find excuses like "It's too cold!" or "It's raining!" The obvious outcome of this is that we put on weight and lose fitness. Carrying around an extra 10-20 kilograms can be a burden in a lot of ways that affects many things including your wellbeing, your self esteem and your risk of diabetes and heart disease. It also places an increased load on your back, knees and hip joints. Avoiding regular exercise also leaves your muscles deconditioned and increases your risk of injury at home or here at work. We know that when people are more active they are happier, healthier and more resilient. So as the weather is fining up can I suggest that you start TUNING UP by beginning a structured exercise routine and investing more time in your Health. Make it a priority – Timetable your exercise into your day.

Key TIPS

1. Do something you enjoy (You won't stick at it if you hate it).
2. Join a class, exercise with a partner or friend or take up a team sport that gives you a schedule to go a few times a week.
3. Try to take 10,000 steps a day (use a FITBIT or pedometer to measure your activity).
4. Eat Healthily – reduce fat and high sugar foods and drinks.
5. Aim for 5 serves of Vegetables and 2 portions of Fruit per day.
6. Control your portions – Eat when you're HUNGRY and Stop when you're FULL.



If you want to discuss ways to help make this happen contact Mark Zampatti or Grant Brauer on site.



AKD weight lose challenge

12 weeks ago, 4 brave AKD representatives embarked on a weight loss challenge ran by Corio Bay Sports Treatment Clinic. Mark Zampatti offered the program as a trial run to demonstrate how a group of employees could pull together to assist each other in improving their health and wellbeing... So who were the brave few: John Browne, Jon Warton, David McGinness and Paul Muscat were the guinea pigs.

Well after the first few sessions none of us were sure how we would go, but I am happy to report that we all got through the 12 weeks with only minor injuries along the way.

We finished the 12 weeks with a final weigh in and we had a combined weight loss of **38kg**, and a combined loss of centimetres around our waist of **55cm**. We all really enjoyed the 12 weeks, and we have all seen benefits to our health and fitness.

We have now started again with an eight week challenge, which is open to anyone to join in. If you are interested in joining in, the sessions are:

6.30pm-7.00pm Mondays
6.00am-6.30am Wednesdays
5.30pm-6.30pm Thursdays

If you are interested contact Jon Warton on 0419 881145



Milestones

Congratulations to the following staff on reaching a milestone this Sept -Dec 2014



5 Years – Graham Angus (26/10/2009)
Jonathon Dare (28/10/2009)
Timothy Kemp (22/12/2009)

10 Years – Terrance Quarrell (11/10/2004)

Liam Buchanan (18/10/2004)

10 Years



15 Years – Aaron Howard (13/12/1999)

20 Years – Warren Evers (19/12/1994)

Congratulations on achieving 20 years of service with AKD Warren. Your amazing contribution over the years has been greatly appreciated.



Graeme Hall—Project Manager

CEO CORNER



2014.... what a year!!! As a whole team we have set production, timber recovery, sales and safety records right across the business. 2014 has been a year of significant growth, as a company we have increased our size and our scale. This has been possible due to the commitment and effort of our whole team, the owners and the employees. It is after having a year like 2014 that I think I have the best job in the forestry products industry. Everyday I get to work with a fantastic group of people. We are supported by a dedicated and knowledgeable board, and as a company we have clear goals and plans for the future.

This year we have reinvested in our business following a very tough period in 2012 & 2013 and next year we will continue to invest. We face incredible competition from both overseas and from larger more efficient Australian sawmill companies. The competition is intense. We must lower our costs and lift our production to survive and grow. Improving our productivity and timber conversion is our critical pathway forward, we must become as efficient as the best international competition. If we don't, well we only have to look at the local car manufacturing industry, to see what the alternative is. Not good! It is about collective responsibility and investment of resources.

I would like to take a moment to recognise Garth Young who tragically passed away at the start of December. Garth worked at AKD for 6 years, and was well liked. Never short of an opinion or a smart-arsed crack whenever I saw him. I will miss his "laugh" and easy going nature. My sincere condolences to Rachel, Jamie and family for your loss, he was a genuine "good bloke".

At this time it brings us to Christmas, which is family time. Please have a good break, enjoy your time with your family and friends.

Please be safe and I look forward to seeing you all in 2015.

- Shane Vicary, CEO



GUESS WHO ANSWER??
Neil Harris

