



THE SPLINTER

AKD
SOFTWOODS

EMPLOYEE NEWSLETTER

Jan 2015

March 2015
Edition 8



ONEFORTY ONE VISIT
OneFortyOne are a major supplier of logs to AKD. They were very impressed with our site and the professionalism of all our staff.

"THANK YOU EVERYONE
for your outstanding contributions over the past couple of months preparing for our OneFortyOne Visit. Your efforts did not go unrecognised, and you ALL made a real difference!

Great work & Thank you."



On Sunday March 15th 2015, a great number of AKD employees participated in the annual (16 or 7km) Old Beechy Rail Trail Fun Run. AKD is proud to be a major sponsor of the event. IT employee, James Kruss shares his version of the race.....

"Paul Corkill and Shane Black took off at the front of the group from the outset and that was the last I saw of them.

I started off strongly and felt great. No one had passed me since rounding the first bend, until Carl Angus came flying past me pushing a pram with 2 kids strapped in. His speed was ridiculous as he disappeared into the distance passing everyone in sight.

I offered my fellow work mates, Lawrence Missen and Jono Dare, words of encouragement as I passed them on their last leg of their 16km journey.

About 2km in I felt my calf strain, having not done any running for a long time. I was determined to finish the run as quickly as I could, so I fought with my body the rest of the way. The last 2kms were a real challenge but I was happy to cross the line running.

After finishing, I enjoyed cheering home Jo Foster (who was just beaten by her 8 year old son Jarrod) and my partner Anette—who finished shortly behind David McGinness.

It was a great way to spend a beautiful Sunday morning and I highly recommend it to anyone regardless of age or fitness level, running or walking."

- James Kruss, I.T.

Other AKD runners included Warren Eysers, Shelli Catterall, Gurmit Singh, Jade Egan and Daniel Billing—GREAT WORK TO EVERYONE



James Kruss with partner Anette



Jade Egan keeps hydrated



Shelli Catterall with fellow contestants Tom Hamblin, Paul Corkill and Jade Egan



David McGinness powers across the finish line

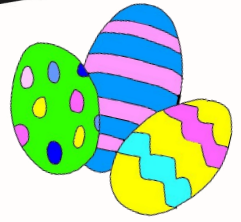




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EMPLOYEE NEWSLETTER

EWP



Production set to Increase



AKD Softwoods is ramping up production in our Engineering Wood Products (EWP) Department to support the Drymill with our increased productivity demand!

AKD will process Drymill production products such as 70x35, 70x45 and 90x35 shorts through the Linares and Weinig moulders, then structurally grade them through the Paul Docker. This will allow the Drymill to focus on products creating a net increase in production overall.

To cater for this increase, the Linares Moulder will move to 5 days a week—shifts on both day & afternoon.

Furthermore, due to an increase in demand for AKD's finger jointed products *and* the additional shook that will be produced on the Paul Docker, AKD will be looking to run the Finger Jointer 5 days per week.

The majority of the employees required for the additional hours have been recruited with inductions and training already underway. Thanks to Jon Warton, Stephen Lee & Steve Baudinette in the assisting of recruiting the required number of employees promptly.

The shift changes are set to commence on **Monday 23rd March**.

Linares Moulder:

WAS: 1x7.6 hr shift; 5 days p/w
NOW: 2x7.6 hr shifts; 5 days p/w

Paul Docker:

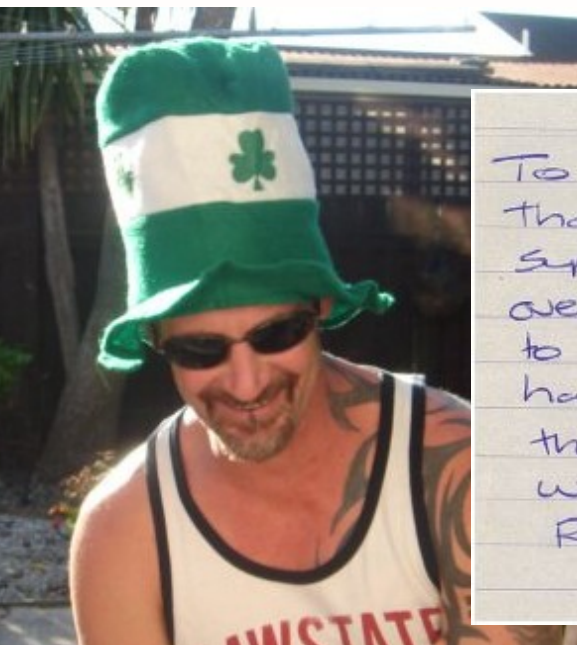
WAS: 1x9.5 hr shift; 4 days p/w
NOW: 1x9.5 hr shift; 5 days p/

Finger Jointer:

WAS: 1 x 7.6 hr shift; 1-2 days p/w
NOW: 1 x 7.6 hr shift; 5 days p/w

Good luck EWP! - Carl Angus, Operations Manager

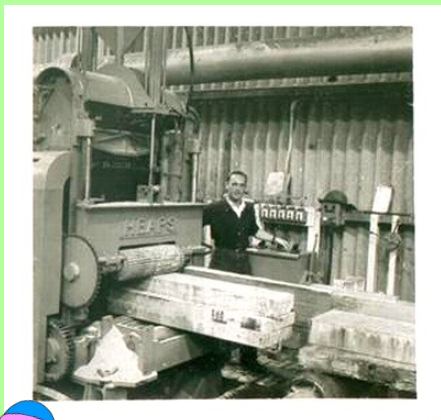
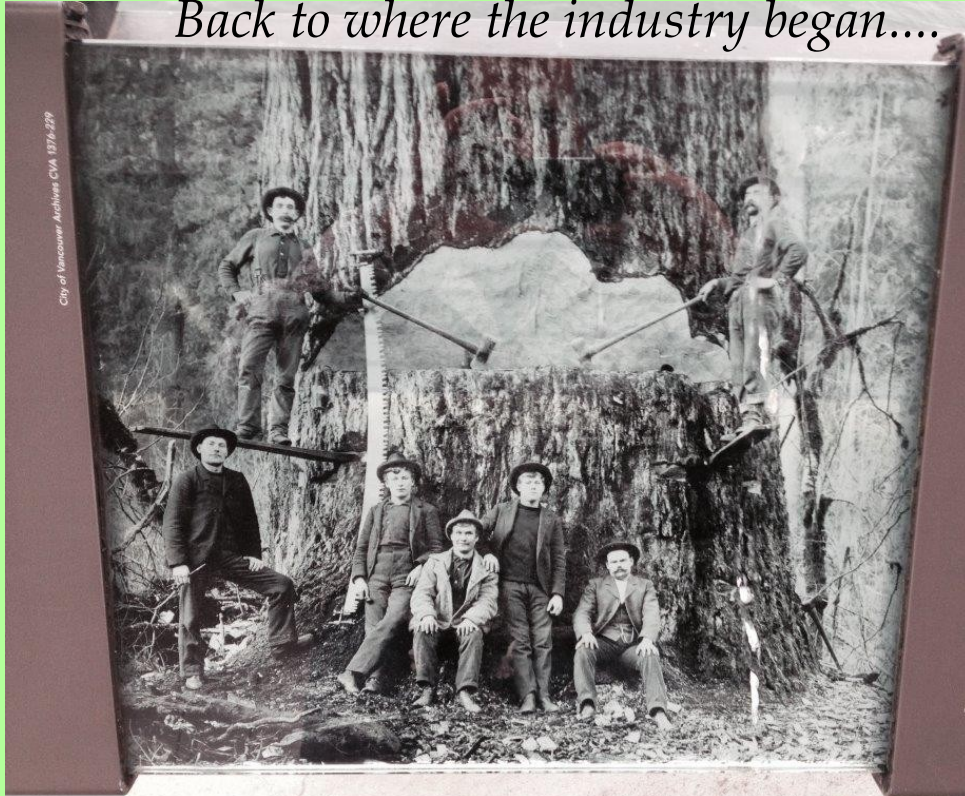
Thank-you from the



To All Staff & Employees
Thankyou so much for all the love & support you have given to Janie & I over this terrible time. It really means alot to both of us. We appreciate so much how you have all embraced us as the AKD family, when we really need it with love.
Rachel & Janie Young

FLASHBACK

Back to where the industry began....



**HAPPY
Easter**

HAPPY EASTER EVERYONE

AKD Softwoods would like to wish everybody
a very happy and safe Easter break.
For all those travelling over the Easter break,
please take care and a big THANK YOU
to those employees working over the shut period.

***If you have any queries regarding your Easter
breaks, please contact your supervisor.***





Mobile Plant Upgrades

AKD Softwoods is putting aside its frustrations with an ageing and unreliable fleet with the recent addition of 4 new Scania Prime Movers and 7 new Toyota 5 tonne Forklifts! Due to the rapidly increasing costs to maintain the ageing and tired fleet, not to mention the significant production downtime attributable to its unreliability, it was time to retire the old fleet for something newer, safer and a lot more reliable.

The new fleet of prime movers and forklifts, having only been in place for a couple of months, has already brought greater efficiency and safety gains for all employees in and around our mobile plant with a significant reduction of breakdown related issues, as well as bringing fleet maintenance costs down.



The new prime movers, having replaced some ageing Volvo's as old as 1996 with millions of kilometres on the clock, have inbuilt computers that assist drivers in achieving the best results out of their vehicles whilst allowing our Dispatch office to track their movements should an emergency occur. In-vehicle cameras have been a major safety improvement for our drivers too.

Our drivers are now able to have piece of mind knowing that if something happens on the road i.e they are cut off or in a collision, we will have the entire incident recorded.

One of our longest serving drivers, Paddy Melville says "The new trucks are extremely comfortable, extremely safe on-road and have a much better ride quality compared to our old vehicles, these vehicles also have a lot more power and visibility which is great for the various hilly terrain we encounter."



The new forklifts were also a much needed addition, with some well serving Hysters also having been purchased back in the early 90's. On top of being much more reliable and able to meet our growing workload expectations, they have some fantastic safety mechanisms such as reverse cameras, which allow our operators to quite literally have 'eyes in the back of their head'.

Electronic start up check systems have done away with the old pen and paper system introducing a great deal of time and monetary savings. Safety has also been stepped up in these machines including the stability system monitoring the forklift's operation, detecting and counteracting instability by locking the rear axle. Amazingly the computers in these forklifts are able to



send an email to our Dispatch office if any dramatic impact is detected to the machine, this incredible feature will ensure the safety of our employees in the event of an accident.

AKD has also installed the Smart Track system which monitors the behaviour and condition of each forklift. It detects knocks to the forklift and even shows usage rates compared to sitting idle, plus much more. A very clever and useful system to compliment a great forklift, this is reflected in the positive feedback given by forklift operators, and also allows our Mechanics and Contractors to schedule customised maintenance programs for each of the fleet, again improving reliability and productivity. Dispatch Team Leader, David Drayton says "It's nice to have something new, reliable, comfortable, safe and very easy to use. When crossing Forest Street between sites people driving past are actually slowing down and looking at our quality new machines, several truck drivers have also commented that they are nice looking forklifts".

The new fleet looks very impressive indeed and we can certainly enjoy the benefits and peace of mind of owning a much safer and much more reliable fleet. With the help of all our mobile plant employees, we will keep the new pieces of gear looking great well into the future.

**- Glenn Lacny, Dispatch Manager
& Steve Teplyj, Work-Shop Supervisor**



The AKD team were at it again with Friday the 13th of March marking the second year in a row that our selfless team put their heads together to shave for a cure!

Last year AKD Softwoods raised \$1,134.60 towards the 'World's Greatest Shave' fundraiser with 5 of our own colouring or shaving their beloved locks for the worthy cause.

We began this year's fundraiser with 12 volunteers and the goal to raise \$5000. Well, we managed to **smash** that with 14 of our brave volunteers raising over \$22,000 and counting!

Our bald bandits for 2015 included Carl Angus, Craig Walton, Damien Lettieri, Gillian Finnigan, Gurmit Singh, John Browne, John Daniels, John Dunlop, Paul Muscat, Sean Richardson, Shane Vicary, Steve Baudinette, Steve Lee and Warren Eyers.

Not only did our volunteers put their hair on the line, but they all played an invaluable roll in the fundraising of this event along with everyone else at AKD who contributed. Whether it was rattling a tin at their local sporting clubs, sending emails to customers and suppliers, calling friends and family, baking morning teas or simply putting the word out there to make the community aware, everyone did an amazing job!





THANK YOU TO THE BALD BANDITS:

Back Row (L-R): Carl Angus, Damian Lettieri, Steve Baudinette, Gurmit Singh, Sean Richardson, John Browne and Warren Eysers. Front Row (L-R): Craig Walton, Stephen Lee, Paul Muscat, Shane Vicary, Gillian Finnigan, John Dunlop and John Daniels.

**over
22,500
raised**



With the main event came a remarkable community turn out which included Sergeant John Digby from the Colac Police, Captain Garry DeVercelli from the Colac Fire Brigade and CEO Sue Wilkinson from the Colac Otway Shire who took time out of their busy schedules to support this noble cause (and to have a go with the clippers of course!)

We were also lucky enough to have some professionals on deck to tidy up the messes that were bound to be made by our 'not very experienced barbers for a day'. These generous and extremely talented hairdressers included Chessy Daffy, Elisha Currer, Sarah Osborne and Stacey Collett.

The event was broadcast by Colac radio station 'Mixx FM' as well as being featured on page 3 of 'The Colac Herald' Colac's local newspaper.

On behalf of our AKD family we would like to send a huge thank-you to everyone who donated, either monetary or your time. Especially to our local businesses who donated to our BBQ on the day of our shave, Murnanes Butchers, Lemon Twist Cafe, Hulms Bakery, Reynolds IGA and Repco. With your help we raised over \$350 from the BBQ alone.

Let's make next year's just as spectacular if not better!

THANK-YOU AND WELL DONE!





Employee Milestones



**"Congratulations
on 30 years at
AKD Spency!"**

Andrew Spence, or 'Spency' as he is affectionately known, began working at AKD back in the 'Victree' days. He started out at Irrewarra on the table stacking timber, tailing out and other various roles within the mill. But it wasn't long before his skills were utilized on the forklift and on the loader—as, according to 'Spency', some employees couldn't be trusted to drive them.

In the time that I have been at Irrewarra, Andrew has always been the loader operator. He's a quiet bloke that never has much to say, he never has an opinion about anything... ***NOT!*** Anyone that knows 'Spency' will know that he is not afraid to say what he thinks, just ask John Browne or Shane Vicary (even if he is wrong)!

He loves a good yarn! Nearly every time you go to channel 13 to talk to him, he is already on the mike talking to a truck driver.

If we put the never ending chit chat aside, 'Spency' truly is a fine loader Operator. He can spot a scratch on the loader from a kilometer away. Andrew is an all-round genuine bloke who is always up for a laugh. He takes pride in his role at AKD and we couldn't imagine someone better suited to the position.

Congratulations on 30 years of service 'Spency' and for being a key member of the AKD Irrewarra team.

- Adam Howell, Irrewarra Supervisor



**"Congratulations Bruce
Quickenstead - aka The
Nedstenator (Neddy), on
25 awesome years at
AKD!"**

Neddy came to AKD from Target after managing the storeroom there for 10 years. Once at AKD Neddy began his work at the old 'Jurassic Hand Docker' as they used to call it, pulling and stacking timber off the line. He was there for 1 week until he was moved to the

Bandsaw where he again pulled and stacked timber off the line.

Overtime Neddy learnt how to operate the bandsaws and remained there until the new 'Star Wars' Drymill was built (as they used to call it).

Neddy then learnt how to visually grade timber, he has remained here ever since, which has been approximately 13 years.

Neddy has been a highly valued employee, always dedicated and always gives his best. Congrats Neddy!

- Jared Pietsch, Drymill Team Leader



CDK Project Update

Work on the CDK project is progressing with the foundations for Kiln #1 & #2 well under way and the infeed & outfeed tracks being prepared.

The foundation work for Kiln #2 is ramping up as it will now be the first Kiln to be assembled and commissioned. This will allow safe operation and better traffic flow of the Kiln area while Kiln # 1 is completed.

The method of pre-casting the outer concrete foundation has been adopted to speed up the construction time of the foundations. Pre-casting involves the manufacture of the concrete components off site, delivery and positioning by truck & crane.

The first shipment of kiln equipment from 'Mahild' is due to arrive mid April which will allow assembly of the aluminium kilns to commence. The heating coils, piping & fans for the internals of the kiln are planned to arrive 3-4 weeks later.

The 5MW Boilers from 'RCR Energy Services' are due mid March. The boilers will be placed on the Boiler House slab prior to the boiler building being erected. The installation of the new gas supply line to the site has commenced and is planned for completion by the end March.

Unfortunately, typical Colac weather has held up the foundation work on a number of occasions. The first CDK is expected to be operational in June, and the second in August.



Concrete Pumper used to pour foundations



Concrete foundations being finished



Pre cast concrete being positioned



Down pour stops construction work.

- Graeme Hall, Project Manager



GUESS WHO?

Can you see anyone familiar in this picture??



(See back page for answer)





Health



Scary Reminder

The nature of our Industry and sheer size of the product we produce throws at us a number of significant risks we must always consider.

One of those is *falling packs*.

Many factors can influence the safety of stacking packs and risk of them falling, including:

- Uneven ground
- Misplaced bearers
 - Extreme Weather- wind, rain etc.
 - Stacking too high
 - Lack of staircased pack heights.
 - Stacking the wrong length packs together
 - Strips protruding from packs
 - Poorly stacked timber



On the night of March 6th this year, we had a scary reminder about just how easy this can occur. Video footage caught an entire stack of treated finished product fall. Without notice, and what appeared to be, without reason. However on this specific night, there was a strong wind which caused the pile to fall in one movement.

Luckily, no one was in the area and no one was injured. However the risk of serious injury, or worse, was very real!



A large amount of the responsibility to correctly stack packs lies with our forklift drivers, however we all contribute to the safety of packs being stacked.

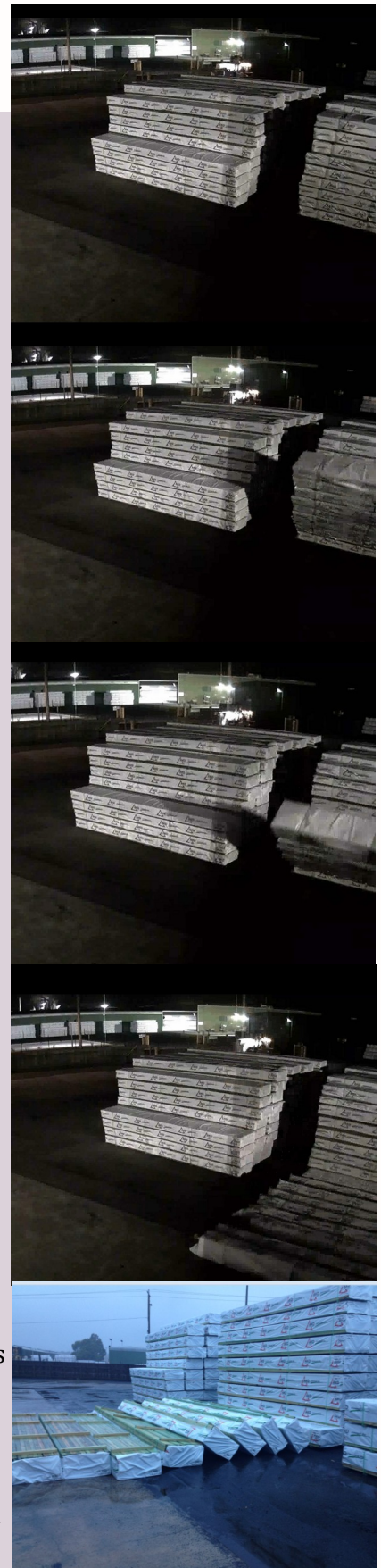
When performing your individual tasks, consider the follow on processes that the product has to go through further on down the production line. Then consider what effect that task could have on the safety of your fellow workers down the line.

For example, placing strips in between layers of timber and bearers under packs may seem like a simple task. However if these are protruding, the strips could get caught on a pack behind them causing the pack to become unstable or fall.

Lastly and most importantly, Pedestrians! As we move around the site, we must *always* be conscious of our surroundings. Always use designated walkways where possible, and if there is none available, stick to roadways.

Report immediately, any stack you feel is dangerous or at risk of falling and DO NOT risk your safety.

- Clark Rodger, HR Manager



& Safety

VIP Program for AKD workers and their Families



VIP

In 2015 we have joined together with AKD to provide all AKD employees and their families the opportunity to join our clinic's VIP program. This is to add to the benefits that every worker has when working at AKD where they can access on site physiotherapy in the safety hub for Free. We believe that improving the health of our workers at AKD and their families is a great investment and our aim is also to assist workers to prevent injury and illness and go home safe every day.

Benefits of the VIP program:

- Reduced initial consultation fee for Physiotherapy
- Free Initial Assessment with our exercise physiologist
- Special rates to join our exercise physiology/fitness exercise programs.
- Myotherapist and Masseur will provide your first massage for an hour for the cost of half an hour.
- Podiatrist offering a free 3D gaitscan and Video Gait Analysis as part of your Initial Consultation
- Psychologist will offer 10% off consultation fees.

In the coming weeks all AKD workers will receive their family VIP card in their pay slip. To activate your card all you need to do is email vip@cbstc.com.au or follow us on facebook at Corio Bay Physiotherapy.

**Have you undergone a
Manual Handling
Training Session with
our Onsite Physio?**

If not, contact your supervisor immediately and request a session.

The correct techniques and controls could save yourself from a serious injury.



New Employees

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

- | | | |
|-------------------------|-----------------------------|---------------------------|
| • Enrique Balton – DMA | • Ashley Walker – IRD | • Kahm Gatti – DMA |
| • Lachlan Warton – ADM | • Alexander Johnstone – GMA | • Blair Heremaia – EWP |
| • Brian Fox – R/M | • Benjamin Philips – IRD | • Clint Bourguignon – DMA |
| • Neil Puckering – DMA | • Troy Jones – DMA | • Mark Hughey – EWP |
| • Lachlan Mahoney – IRD | • Solomon Maaka – EWP | • Lee Georgiadis – EWP |
| • Gurmit Singh – DMD | • Anthony Jones – DMA | • Bianca Robinson – TTP |
| • Dylan Borg – GMA | • Lucas Baxter – DMD | • Lee Travis – GMA |
| • Matthew Uwland – IRD | • Cory Towers – IRA | • Luke Turner – R/M |
| • Nathan Codling – GMA | • Maurice Sheahan – EWP | • Kirk Atkinson – DMD |

Milestones

Congratulations to the following staff on reaching a milestone this Jan-Mar 2015

Andrew Spencer	30yrs	30th Jan
Bruce Quickensted	25yrs	7th March
Stuart Hynes	15yrs	14th March
Josephine Fletcher	10yrs	17th Jan
Shane Norman	10yrs	21st March
Allan Botheras	5yrs	11th Jan
Liam Power	5yrs	11th Jan
Joseph Muvengi	5yrs	1st Feb
Steven Mitchell	5yrs	1st March
Andrew Cuthbertson	5yrs	13th March
George Van Den Brink	5yrs	9th March
Allan Farquhar	5yrs	22nd March
John Stephens	5yrs	22nd March
Graeme Hall	5yrs	1st March
Jonathan Hill	5yrs	22nd March

GUESS WHO ANSWER??

Carl Angus

AKD
SOFTWOODS



CEO CORNER



Unbelievably Easter is upon us again, and a time to share a well earned break with family and friends. These opportunities to spend time with family and friends is the reason we work so hard at AKD to keep each other safe and sound. Safety is a Collective Responsibility for all employees, regardless of who you are. Looking after each other, and ourselves is our first priority at AKD, which is a good reminder that we have a dedicated physiotherapy service to address any niggles and complaints we have with our bodies, regardless of whether it started at work, at home or on the footy oval/netball court.

AKD continues to remain a busy place, with lots going on in production and also in our projects departments. We continue to achieve production records right across the business. The Company has ramped up production in our Further Processing areas with the EWP department starting extra shifts to address the opportunities that lie within the current market and take pressure off the Drymill, but to also future proof our business for the next business cycle downturn. We are seeing increasing amounts of international products entering our market recently, which acts as a reminder that AKD, despite its expansion and growth, is still considered 'small' when compared globally, and it is for this reason that we must remain focussed on productivity and quality. We welcome all of those new faces who have commenced with us as we continue to expand, and I ask that you make each and everyone welcome in the growing AKD family.

Speaking of productivity, we have replaced a large number of our old and ageing pieces of rolling fleet over the past months. Our fleet, (including loaders, forklifts, prime movers and trailers) up until recently, was ageing, unreliable, unsafe, expensive to maintain and to be honest, an embarrassment to the AKD brand. With all these new pieces of gear on site and despite their shiny appearance, we must remain vigilant around moving plant as despite all of their safety features and warning systems, pedestrians still don't win in a person vs plant duel.

To Spency and Neddy, well done on achieving your respective milestones with AKD. Great achievements, and I hold a huge amount of respect for you achieving such fantastic service period and having embraced the company's growth and change over the years.

Please have a safe and happy Easter break, wherever it may be and look after yourself, and each other. Just like I have by not mentioning the New Zealand cricket team at the World Cup...! Go the Black Caps!

- Shane Vicary, Chief Executive Officer

