



# THE SPLINTER

EMPLOYEE NEWSLETTER

Apr 2015

Jun 2015

Edition 9







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EMPLOYEE NEWSLETTER

## Irrewarra Upgrade

The planning for the Irrewarra upgrade is now in full swing with the first shut completed over Easter which entailed the complete re-build of the feed, from the Twin to the Edger. While there is still some de-bugging to do, we are already exceeding budget and the new feed system shows real promise.

The Irrewarra Mill was taken down for a 3 day weekend on June 19<sup>th</sup> with a new USNR Optimizing System being installed on the Head Rig, complimenting the existing scanner system. This install will improve timber recovery, product selection management, machine reliability and speed. By far the biggest single expenditure during the second Irrewarra upgrade will be the Gangsaw itself. This install is programmed in for August 24<sup>th</sup> 2015 and will require the mill to be closed for one week.

The "Combination Gangsaw" machine centre will be made up of 3 parts (pictured below) and has been manufactured by the German company "EWD the SawLine Company". The company "EWD" (Esterer WD) was founded 1996, following the joining of the two companies, Esterer AG, founded 1862 and Wurster + Dietz GmbH & Co., founded 1867. EWD has a combined 150 years of experience and is worldwide recognised for exceptional quality in the design and supply of sawmill machinery.



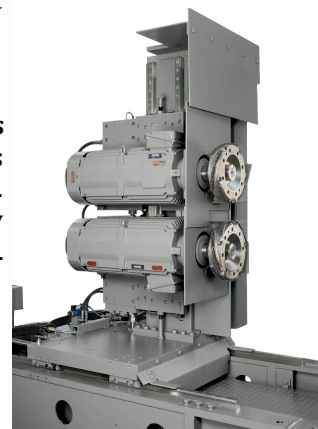
### 1. Canter Head

The first section of the combination Gang will contain the canter heads that will chip the two faces of the cant.

### 2. Profiling Heads

The next section will contain 'Profiling Heads' which will machine out the wane left on the sides creating a side board. A saw in the saw box will line up with this profile exactly, to produce that board.

This should help improve recovery and reduce the volume of "re edge" the mill currently produces and re-handles.



### 3. Single Arbor Gang

The next section of the Gangsaw box will contain up to 14 saws. The centre 6 saws will be moveable on telescopic arbor shafts and the rest will be fixed. This moving and fixed saw arrangement allows product to be boxed out of the heart of the log, to many different sizes and combination of sizes. This improves AKD's flexibility, and productivity, ensuring we are able make products to meet our customers needs.

During this August shut, a USNR Bioluma scanner will also be installed (the same scanner used at the Edger and Trimsaws in the Colac Mill). This Trimsaw Scanner should see improved recovery and also importantly, and from recent experience, will therefore increase productivity.

The final shut will be a 4 day weekend on October 2<sup>nd</sup>, when the USNR Wintally and Mymill systems (the same systems that are already in the Colac Mill) will be installed. This system will allow for faster more reliable Board Sorter speeds and more efficient data collection. AKD is choosing to replicate at Irrewarra the equipment installed at the Colac Sawmill due to the success of this equipment and the knowledge of this equipment learnt over the past 2 years.

The waste system at Irrewarra will also be upgraded to cope with the additional volume. A second chipper, screen and waste handling conveyor will be installed to ensure the upgraded mill is not constrained by the waste system. The Stacker improvement work is also happening throughout the year with the first stage being a new PLC control system which was installed in May 2015, and upgrades to the stacker during the August shift. The stacker is acknowledged as one of the key bottlenecks to the mill and will receive attention right through to Christmas.

This 2015 Irrewarra upgrade will give a minimum log capacity of 1.8 logs per minute, up from the current 1.3 logs per minute which will take Irrewarra beyond 230,000m<sup>3</sup> per year and possibly as high as 300,000m<sup>3</sup> in the near future.

This is an exciting time for AKD and its Irrewarra Sawmill.

**- John Browne, Operations Manager—Sawmilling**



# It's Here!

## AKD's COMPANY APP IS HERE!

**All the information you need  
at your finger tips.**

**Keep up-to-date with all things AKD. The latest news,  
events, photo's and quarterly newsletter.**

**Download the FREE "TEAM APP" from your app store NOW.**

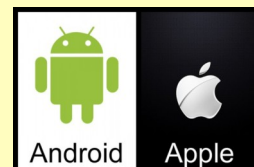
**Sign up using your personal email address and  
search for team "AKD SOFTWOODS".**

**NEVER MISS OUT ON INFORMATION AGAIN!**

*(Further step-by-step instructions will be emailed to your Supervisor)*



Available on



## NEW LOADERS FOR PORTLAND PINE

Portland Pine Products have purchased 2 brand new Volvo L90F Wheel Loaders this year. PPP has purchased what we believe to be the best loaders on the market by choosing Volvo L90F. Featuring the latest Volvo D6E LAE3 turbo charged engine which is fuel efficient and has superior power, in addition to a load-sensing hydraulic system and a spacious cab interior with automatic climate control. The loaders have been a welcome addition to the Portland Pine fleet, replacing aging loaders. These are the first "brand new" loaders purchased by the AKD group for at least 8 years. L90's were chosen instead of L70's due to the larger size, ensuring greater flexibility around the site and recognising the workload these machines typically do everyday.





# WELCOME TO THE TEAM

## New Employees



David Levy  
PPP

The past three months have been a busy time for the HR Team, with the introduction of 31 new employees to the business (with only 11 leaving during this time). Business growth and exciting changes to our structure have allowed for this expansion. AKD continues to try and build on our quality team, finding the **'right'** fit for the specific roles and the organisation, congratulations on securing employment at AKD and welcome.



Andrea Sturzaker  
GMC



Blair Heremia  
EWP



Luke Day  
GMC



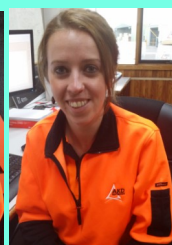
Kevin Robertson  
GMI



Gordon Chapman  
DMC



Dylan Dolan  
GMI



Larni Conn  
ADM



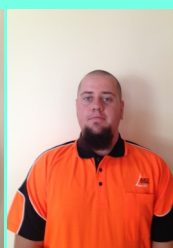
Craig Vaughan  
GMC



Connie Tzortzatos  
EWP



James Ryan  
RMC



Nicholas Hunt  
EWP



Connor Dolan  
EWP



Wayne Breheny  
EWP



Charlie Felice  
EWP



Matthew Doherty  
GMC



Clint Bourgingon  
DIS



Heather Robbins  
EWP



Ben Kendle  
GMI



Chris Lidgerwood  
RMC



Kenneth Hellier  
GMC



Nathan Hellier  
EWP



Annette Smedley  
GMI



Stephen Taylor  
GMC



Lee Georgiadias  
EWP



Warren Twhiao  
EWP



Dylan Flannigan  
DMC



Phil Wilson  
RMC



Ricky Barry  
GMC



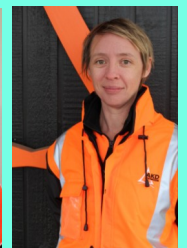
Ben Swanson  
ADM



Melissa Schultz  
FOR



Ben Buckle  
DIS



Toni Kirkup  
ADM

**AKD welcomed these new employees in March—June, 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.**



# WORKPLACE BANKING PROGRAM WITH COMMBANK (CBA)

AKD and Portland Pine are delighted to announce that due to our banking relationship with Comm Bank (CBA), AKD Softwoods and Portland Pine Products are able to provide all their employees with access to the Workplace Banking program offered by Comm Bank. Workplace Banking is an employee benefits program that provides you with exclusive banking and lifestyle offers. This is a great opportunity to take advantage of being a AKD and PPP employee. Due our relationship with the CBA, you as an employee can potentially unlock great discounts that will save you money!

## Banking Benefits:

Our employees are now eligible for a range of benefits and offers on banking products. Some of the offers available include Wealth Package for home loans, credit cards, personal loans, everyday accounts and term deposits. AKD Softwoods and Portland Pine Products employees also now have the benefit of receiving their pay in real time by having a Comm Bank everyday account.

## Lifestyle Benefits:

All AKD & PPP employees also have access to a range of lifestyle offers and discounts as part of the Workplace Banking program on a range of retail products and services.



**FEEL  
EXTRA  
SPECIAL**

**TAKE ADVANTAGE OF THE  
ASSOCIATED KILN DRIERS  
WORKPLACE BANKING PROGRAM  
TO ENJOY SPECIAL BENEFITS  
AND OFFERS.**

Find out more:  
[commbank.com.au/workplacebanking](http://commbank.com.au/workplacebanking)

Use the login name AKD to log in to the portal.

*We would like to make very clear that your personal interactions with Comm Bank remain 100% confidential and private. AKD Softwoods does not, and will not benefit, or is made aware in any way, shape or form with regards to your participation with the Workplace Banking Program.*

You will see some material on our notice boards which will provide you with our login code AKD of which you can access all the offers through [www.commbank.com.au/workplacebanking](http://www.commbank.com.au/workplacebanking) or these offers are available through any Comm Bank branch simply by letting the branch staff know that you are part of the AKD Workplace Banking Program.

### BANKING BENEFITS

Attractive interest rates and free benefits.

### LIFESTYLE BENEFITS

Discounts on lifestyle products and services.

### CONVENIENCE AND SERVICE

Take advantage of free Workplace Banking visits by a CommBank representative.



We hope you enjoy and benefit from this program and benefit from the Company's relationship with Comm Bank.

Q: What do you call a  
vegan Sawmiller?

A: A Soy-Yer



**Do you have anything to contribute  
to our newsletter?**

Please send all ideas to [news@akd.com.au](mailto:news@akd.com.au) or  
drop by the office and speak to Rachelle.



# FÜN FACTS

When hippos are upset,  
their sweat turns red.

"Facebook Addiction  
Disorder" is a mental  
disorder identified by  
Psychologists.

Each year, 250 ball boys  
and ball girls are employed  
to work at Wimbledon. On  
average they are 15 years  
old and earn about £150  
for the two weeks that they  
work.

Brazil are the only  
World Cup winning  
nation to not win when  
they hosted the  
tournament in 1950

Your stomach has to  
produce a new layer of  
mucus every two weeks  
otherwise it will digest  
itself

It's possible to lead a  
cow upstairs...but not  
downstairs.

A cockroach will live  
nine days without it's  
head, before it starves  
to death.

## PPP welcomes David Levy NEW SALES CO-ORDINATOR

David joined the Portland Pine team in April this year  
as the new Sales Co-ordinator.

David began his career working on farms and large  
properties, specialising in animal production. More  
recently after seven years with Elders Hamilton, David  
decided to look for a change and a new challenge,  
which has lead him to us.

With a Diploma in Ag. Science and previous  
experience in sales and stock control, David has been a  
fantastic addition to our team as we enter our peak  
sales period in June and July. "June was very busy for  
three weeks and we successfully met our budget target  
of over 2000 cubic meters of treated stock  
despatched. July is shaping  
up the same way with  
plenty of orders coming in"  
said David.

Please welcome David to our  
team. We wish him all the  
very best in his new role and  
look forward to seeing him  
around the yard.



## Swiss Liner B-Double Trailers

AKD has purchased a B-Double set of Swiss Liner trailers to join our  
logistics fleet. This is the first of its kind for AKD, bringing with it true  
multipurpose versatility. AKD identified the trailers in a second hand  
yard, damaged and sitting idle for 3 years. In combination with "Barkers",  
the trailers were restored to original condition, and on the road for less  
than half the price of a new set!!

These trailers can carry bark, chip, sawdust & shavings by way of a  
walking floor unit inside the trailer, and the side walls also open out like  
bi-fold doors allowing access for timber. The Swiss Liners also bring  
efficiency gains in both loading and unloading times for timber with the  
foldout doors replacing curtains and buckles.

This is a great acquisition for our business allowing targeted work to  
meet our needs now and into the future. The Swiss Liner trailer set  
allows for better utilisation of our trucking fleet, as the trailers can deliver  
sawmill residues in one direction, and upon return, bring back special  
products which compliment our current product offering. This continues  
our focus of seeking to continually improve the efficiency and  
productivity of our business.



## Welcome Toni; our new OH&S Co-Ordinator



Commencing in June, Toni  
Kirkup has joined AKD  
Softwoods in the role of  
OH&S Co-ordinator.

Toni comes to AKD with a  
wealth of knowledge in  
safety, and with the added  
advantage of previous  
broad experience in  
sawmilling.

Throughout Toni's first few months, Toni will be undergoing  
a Company wide induction process, allowing her to gain an  
understanding of AKD, our processes and our people. From  
this, we are excited to see her move into her role of OHS  
Coordinator; assisting in achieving the Company wide goal  
of a safer working environment, and aiming for a zero harm  
workplace.

We welcome Toni and her family to Colac, and wish her all  
the best in her new role. Please make Toni feel welcome as  
she takes reasonability for this dynamic and exciting role.





## Neil Harris 35 years in Forestry and still “growing”

Neil, born & bred in Colac, began his forestry career by completing his Bachelor of Forest Science at ANU Canberra and Melbourne University.

Upon completion of his degree, Neil spent 2 years at Beecham Wright’s Altona head office before moving to their sawmilling and Forestry operation at Irrewarra (known as Victree Forests).

Neil was the General Manager of the Forestry operation and oversaw their extensive plantation expansion in the Otway Region until 1999 when AKD purchased the Irrewarra sawmill assets of the Victree business. The plantations were sold to the Midway group but Neil was retained by AKD to manage the AKD Plantation Estate. When AKD decided to relocate Neil to the Colac site we “had” to move his whole office as well, which is where he resides today with dispatch.

His title with AKD is Resources Manager which entails responsibility for all log input to our 2 sawmills , organizing export of low grade sawlogs, and managing all the harvesting, replanting and silvaculture of our 8500 hectare pine plantation estate. This is a huge task given that our log inputs have risen from approx 100,000 m3 in 1998 to 600,000 m3 in 2015 and we harvest about 100,000m3 from our own estate.

AKD’s plantation estate spreads from the Otways to Ballarat and all the way to the South Australian border. Neil and his team, clock up many kilometres each year in getting around all our plantations and visiting our contracted log suppliers.

Neil is on the board of the ‘Southern Tree Breeders Association’ whose aim is to improve the genetic stock of Radiata Pine trees . This work is now showing fruition in better yields and improved form in our current crop of trees.

Neil is well respected throughout the industry for his knowledge in all aspects of commercial forestry with his advice being ever sought after. Neil resides in Forrest (can’t keep away from the bush!) with his wife Sue (also a Forester – so you can imagine the dinner conversations). They have two children, Lachlan and Emma.

Perhaps Neil’s one regret in life is that he barracks for Essendon which has been the source of much ribbing in the Forestry Office over the past two years. When Neil played for the Forrest Football Club he was nicknamed “The Quiet Achiever”. I think this sums up Neil’s attitude to his working life – he gets the job done without fanfare but achieves an enormous amount for AKD.

Neil has been a great mentor to all the Forestry staff and leads by example in his thoroughness and meticulous attention to detail in his daily work.

Congratulations Neil, and  
THANK YOU!



Neil Harris in his younger days,  
doing what he loves on weekends.

## Milestones

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

Neil Harris	35yrs	5th May
Neil Coustley (PPP)	20yrs	25th May
Glenn Lacny	15yrs	10th April
Neil Osborne	15yrs	8th May
John Daniels	15yrs	13th June

Adam Scandolera	10yrs	18th April
Steven Simpson	10yrs	26th April
Neil Elsum	10yrs	25th May
Russell Rodda	10yrs	23rd may
Chris Spencer (PPP)	10yrs	23rd May
Jason Dunlop	10yrs	4th July
Greg Duve	10yrs	4th July
Gillian Finnigan	10yrs	4th July
Jeremy Neave	10yrs	4th July
Ysbrand (Ike) Smit	10yrs	4th July
Daniel Frith	10yrs	11th July

Nicholas Hinson	5yrs	17th May
Justin Osborne	5yrs	17th May
Jarryd Cranwell	5yrs	24th May
Marty Whytcross	5yrs	28th June
Graham Mutch (PPP)	5yrs	28th June
Justin Hickey	5yrs	26th July

## Portland Pine Milestones



In May, Portland Pine recognised Neil Coustley (pictured) and Chris Spencer for their exceptional service to the business over the years.

Neil, who celebrated 20 years with Portland Pine, is the head Treatment Plant Operator and he has seen many changes over the years. From new

personnel to new machinery and equipment. Portland Pine has been an ever changing employer and he looks forward to seeing what the future will bring.

Chris, celebrating 10 years, is a valued processing employee, performing post peeling and grading expertise. Chris’ diligence and dedication is a continuing contribution to the success of Portland Pine.

**THANKYOU FOR YOUR SERVICE!**





# THE SPLINTER

EMPLOYEE NEWSLETTER

CONTINUOUS IMPROVEMENT PROGRAM

## Introducing Ron Whatman: Continuous Improvement Program Trainer



Hi, my name is Ron Whatman. A number of you would have met or seen me moving around by now. I am the current SkillUp Trainer, assisting with the ongoing implementation of the Continuous Improvement Program (CIP).

In 2015, we have over 120 employees participating in Cert III and Cert IV subjects.

I have been involved in workplace training since 2009, working predominately in Ballarat and Melbourne, with also a couple of stints in Queensland and New South Wales. My training has been wide and diverse, which is one of my key motivators – variety.

How and why did I get involved in training?

I am Trade Qualified, and have been involved in training since the 1970's (apprentices). I moved out of Manufacturing Management having been in it for 20 years, however circumstances lead me back to the Manufacturing Industry between 1996 and 2008. This is where my passion for Lean Manufacturing began.

During this era I became involved in the engineering design side of production. Again, training operators in equipment operations and processes. I jumped the fence to Production Manufacturing and became heavily involved in hands on development of systems and procedure to improve the overall outcome of the Supply Chain Process (SIPOC).

*My soap box subject, (if you want to get me going)..... We need to do more to keep Manufacturing in Australia. This can be achieved by being better and leaner in how we run our businesses. This must be a total group focus.*

I am very impressed with AKD's approach to this opportunity, giving every employee the knowledge and information to work to their full ability. The employees part is to apply the knowledge and information in their collective work situation.

I believe, as your trainer, I bring a working and practical approach to Front Line Management and Competitive Systems and Practice.

I encourage AKD's SkillUp trainees to learn through utilising their own working knowledge and expand this by class room and workplace interaction. Understanding that the **"good old ways"** or **"well that's the way we've always done it"** does not fit today's global business environment. Hence better processes and systems need to continually be introduced to improve our safe & productive team environment.

- Ron Whatman, CIP Trainer

If you'd say **yes** to a  
life-saving transplant ... have  
you said **yes** to becoming an  
organ and tissue donor?

**DonateLife**  
**Week 2015**  
SUNDAY 2 AUGUST – SUNDAY 9 AUGUST



# GUESS WHO?

Can you see anyone familiar  
in this picture??

(See back page for answer)



## Welcoming Ned

Ned comes to AKD with a wealth of experience and we welcome him to the AKD family.

Ned started with AKD in June at the Log Sort. Previously he has worked as a fuel-up man, he's been on the chainsaw team and has also completed his apprenticeship as a Diesel Fitter.

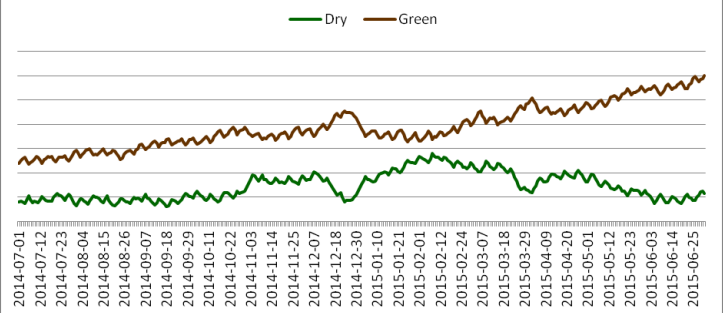
You won't catch Ned shooting the breeze with many folks as he is a man of few words, but has a strong work ethic and is an integral team member.

Keep your eye out for Ned as he finds his way around the Mills.... you just never know where you will see Ned hanging around.



## Dry Mill Maintenance Shut

Dry Strip vs. Green Strip



The amount of Green Strip in the yard has grown significantly over the last 12 months. This growth was intentional and was triggered by the signing of contracts with 'Mahild' for the purchase of our Continuous Drying Kilns (CDK) in September 2014. We were able to grow this stock by turning on a fifth day at our Irrewarra Sawmill in October 2014 and producing record results at our Colac Sawmill.

The first CDK is almost completed. This CDK will convert additional green stock into dry stock which will consequently place pressure on the production capacity of the Dry Mill. Currently, the Dry Mill runs overtime on Tuesday and Thursday nights, and works most Saturdays to keep up with production demands. This is not sustainable.

To combat this, the Dry Mill will be having a one week maintenance shut from 13<sup>th</sup> – 17<sup>th</sup> of July for some exciting upgrades that will improve the safety at the Dry Mill and increase production capacity. Work intended for completion during this shut includes:

- Reconfiguration of the wrap and strap line.
- Installation of a new strapper outfeed roll case.
- Upgrade of the hydraulics on the stacker hoist and coastal infeed tilt hoist.

The planned timing of these upgrades will allow us to build dry strip volumes, lower finished goods volumes and prepare ourselves for the upcoming Spring and Summer customer demand. Exciting times for the Drymill ahead.

- Carl Angus,  
Operations manager—Further Processing

Q: Why did the sawmill owner sell his mill?

A: He was board!







## FLU VACCINATIONS

Thank you to everyone who participated in our Health & Wellbeing Program – Flu Vaccinations.

We had an over whelming response, resulting in 110 employees getting the flu shot and 35 family members. Fantastic effort!

We look forward to increasing numbers in coming years, aiming to get 100% participation.



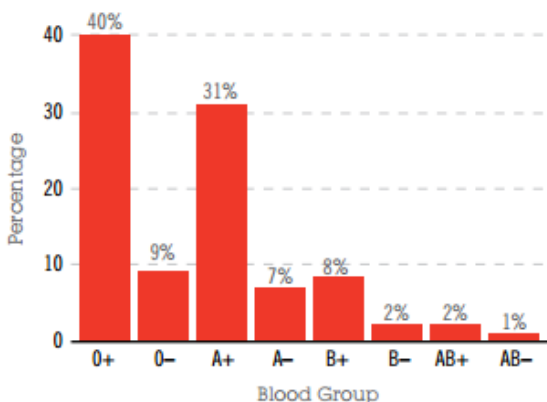
## ARE YOU THE TYPE TO GIVE BLOOD?

### Why give blood?

You can be certain that when you give blood, you are really making a difference to someone's life.

Blood is vital to life and, for many people, blood donors are their lifeline. Currently, only 1 in 30 Australians give blood, but 1 in 3 Australians will need blood in their lifetime. Every type of blood is important. Because type O is the most common blood type, it is also the most needed. Type O negative is particularly valuable because, in certain emergency situations, it can be used when the patients blood type is unknown.

The graph below shows the 8 primary blood groups and percentage of the Australian population in each group.



### Where can you give blood?

The Blood Donation van comes to Colac regularly at the Colac Football grounds— in the car park behind the Bowling Club.

The van will be in Colac From Monday 6th July—Friday 17th July.

Call 13 14 95 or visit [donateblood.com.au](http://donateblood.com.au) to make an appointment.

For further information call **13 14 95**  
or visit [donateblood.com.au](http://donateblood.com.au)

## EMPLOYEE TRAINING -Portland Pine Products-

Portland Pine takes a serious interest in education and professional development with its employees. To this end, two employees are completing, or have completed, Certificates in Timber Processing.

Toby Pumpa is currently working towards a Certificate IV in Timber Processing while he works as a Post Peeler and Grader, and assists in loading and Dispatch. Toby appreciates the opportunity Portland Pine has given him and hopes to use this, and further education, to advance through the ranks all the way to the top.



Photo: Toby Pumpa



Photo: Jacob Jefcoate

Jacob Jefcoate has completed the Certificate III in Sawmilling & Processing and is now Portland Pine's lead boiler/kiln attendant and relief Treatment Plant Operator. Grateful to Portland Pine for the opportunity for self-improvement, Jacob is especially appreciative of the mentorship that he received from Production Manager Graham Melano, and he hopes this is a stepping stone to further career advancement.

# & Safety

## Importance of Safety and Reporting

You, as the employee, are what shapes AKD's safety and its effectiveness. Your engagement, participation and commitment to a safe working environment is vital.

Everyone has a role in ensuring the ongoing safety of themselves and your co-workers.

It is not uncommon for people to have a mindset of 'it won't happen to me', or 'it'll be right'. You, and we as a collective, cannot

afford to have this mindset. In a blink of an eye or split change in thoughts, injuries can, and do, happen. For this reason safety must come first!

A fundamental component of any incident prevention is quality and reliable hazard, near miss and incident reporting.

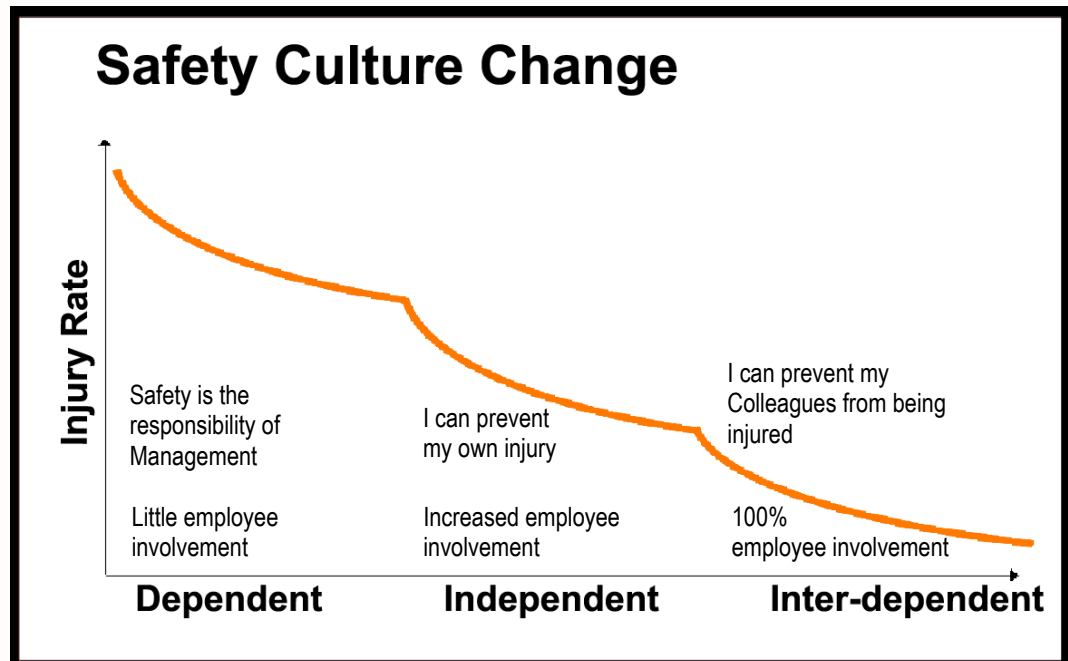
If injuries, near misses and hazards are reported, it gives us an opportunity to intervene and to try and prevent a reoccurrence or more serious injury. Each and every report undergoes an internal investigation to identify both the **causing factors**, but also the **actions required to eliminate the chance of reoccurrence**.

Policies, Procedures, Protective Clothing and Equipment etc; have all been put in place because people have identified certain risks and put actions in place to try to prevent an injury or incident from occurring. Take advantage of this, and the learnings that others have gained and preventions that have been implemented.

No-one is excluded from the risk of harm, but you can make decisions to limit this risk to yourself and your co-workers.

Remember- **It can happen to you!**

- Clark Rodger - HR Manager



1. Where do you think AKD is on this chart?
2. Where should we be?



# CEO CORNER



## with Shane Vicary



It's the middle of Winter, and we're now past the halfway point to Christmas....the year is flying by. As such, and as you read through the Splinter, there is heaps of activity right across the organisation. In addition, there are two large projects underway right now: the first being the "Continuous Kilns and Gas Boiler" installation, which will be operational in late July. In late August we will see our second large project—the installation of the Combination Gangsaw at Irrewarra. Both projects are about investing in technology and our future. Both projects enable the business to grow, to become more efficient and improve productivity.

As I write this, the "Otago Highlanders" have just won the Super 15 2015 Title. For most of you this doesn't mean much, but for me, a hardcore rugby fan and a Highlander supporter, it was AWESOME!!!! They weren't expected to win at the start of the year, or even at the start of the finals (4th qualifier). They were not a "Team of Champions", but a "Champion Team". Because of their team ethic, their consistent do or die approach

because they were courageous, because of their tactics and their smarts (game play), they beat their bigger and more fancied opponents. It has made me think, what can we take from this?



Quite simply, AKD competes head-to-head with large domestic competitors and very large international competitors. We need to strive to be "**Internationally Competitive**", which means we need to be able to match them on Price, and beat them on Quality and Service. The best well documented example I can give you is Australia's Car Industry. Whilst many Australians were very loyal to the Holden and Ford brand the unfortunate reality is, making cars became too expensive in Australia. We need to make sure that doesn't happen to us, so we are not sitting on our hands, we are continuing to invest to secure our collective future. For example the CDK Project, lowers the cost of drying, enabling business growth and improves product quality.

The Combination Gangsaw will enable Irrewarra to potentially double in size, and is the combination of a project that really started two and half years ago. We are also installing additional Scanning and Automation equipment replicating what we have in Colac. This investment should help drive Irrewarra to become more "**Internationally Competitive**", because it will be larger and more efficient, this is mission critical. Therefore, like the Highlanders, we need to consistently battle against our bigger, more fancied competitors by being smarter, constantly improving by being courageous or "having a crack" and by having a "never say die" attitude.

Portland Pine continues to perform strongly as a business, congratulations and thank you to Neil & Chris for reaching their respective anniversaries, welcome to David, and farewell to Graham Melano as he enjoys retirement. The Portland Pine business doesn't have a lot of day-to-day contact with AKD, but it's certainly an important part of our business. They have a fantastic team, and is well lead by Peter Herde. They are the quiet achievers over in Heywood. They have sat on the "bleachers" and watched the rollout of projects at AKD, and wondered when is it their turn, so I am quite proud that they are the first part of our business to receive brand new Loaders in the last 8 years, in addition to their brand new truck in December. We have secured good log security for the business and they will continue to grow and we will look to future opportunities to improve this business.

I would like to take this opportunity to recognise Neil Harris, 35 years of service is a outstanding effort. Neil has been very loyal to AKD and is also a valuable member of our Business Leadership Team. Neil has provided fantastic leadership to our Forestry Department and has been instrumental in growing our plantations and securing our log supply contracts that have enabled our growth. Neil is a fantastic colleague who is passionate about AKD, is driven, has strong personal moral code and also gives 100% all the time. Neil, thank you for your service and I look forward to working with you for many years to come.

At this point in my section, I always raise the Health and Safety issue (keep reading!!), this subject doesn't go away, we can never "**rest**" or pause on this subject. As an organisation this is a journey, we must continue to improve all the time, so that ultimately no one gets hurt, ever. So we need to report all and any incidents and we need to look after each other. I have a saying "the standard you walk past is the standard you set", therefore if you walk away or ignore an action, activity or incident then you have accepted that standard. This is not about "dobbing" in your mate, this is about us all taking responsibility for each other. Lets look after each other!! My door and my ears, are always open if you have any safety concerns, your Supervisor and Manager are always there to help as well.

Please be safe and look after your work mates.

**GUESS WHO ANSWER??**

John Browne