



Nov 2015  
—  
Dec 2015  
Edition 11

# THE SPLINTER

## EMPLOYEE NEWSLETTER

# Christmas Edition

*We thought 2014 was a big year... 2015 has seen the record books of AKD Softwoods re-written, with increases in production site wide and production records smashed in all departments!*

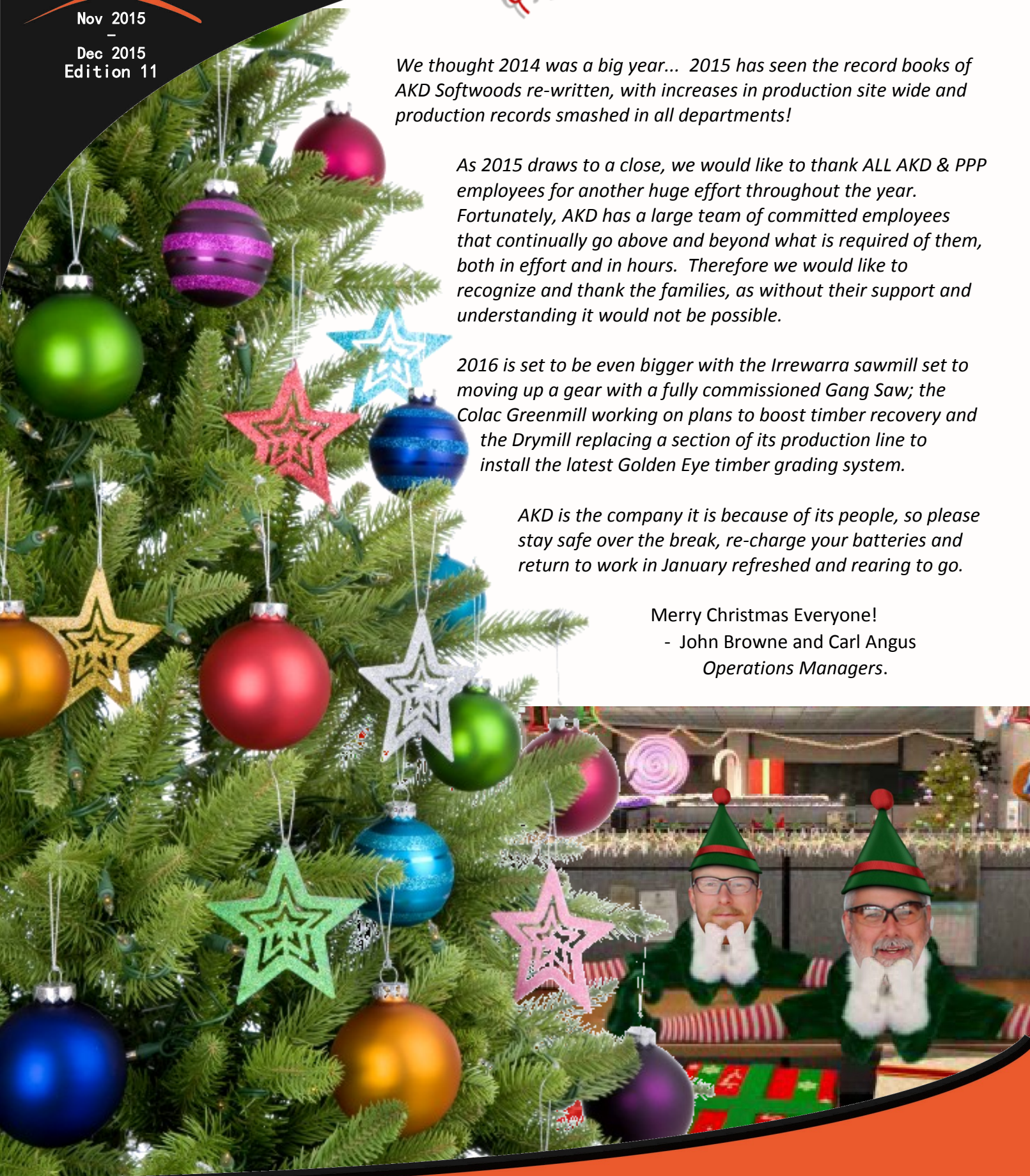
*As 2015 draws to a close, we would like to thank ALL AKD & PPP employees for another huge effort throughout the year. Fortunately, AKD has a large team of committed employees that continually go above and beyond what is required of them, both in effort and in hours. Therefore we would like to recognize and thank the families, as without their support and understanding it would not be possible.*

*2016 is set to be even bigger with the Irrewarra sawmill set to moving up a gear with a fully commissioned Gang Saw; the Colac Greenmill working on plans to boost timber recovery and the Drymill replacing a section of its production line to install the latest Golden Eye timber grading system.*

*AKD is the company it is because of its people, so please stay safe over the break, re-charge your batteries and return to work in January refreshed and rearing to go.*

Merry Christmas Everyone!

- John Browne and Carl Angus  
Operations Managers.

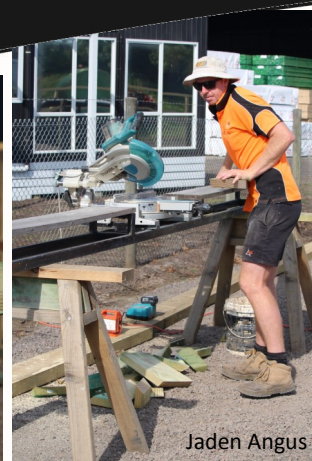




# THE SPLINTER

EMPLOYEE NEWSLETTER

## Christmas Edition Meet our Carpenters



Jaden Angus



Luke Turner

AKD employs two carpenters (come handyman/gardeners) to carry out a variety of tasks around the sites building new projects and constantly looking to improve our housekeeping standards.

Jaden Angus (pictured above) has been employed by AKD for the past 2 years. In 2008 Jaden commenced his apprenticeship as a carpenter with David Smith Construction and then with BDH Construction to complete his indenture. Jaden is a keen footballer, current Vice Captain of Irrewarra Beeac—stepping up to lead his team & playing in this years CDFNL Grand Final. Jaden also enjoys playing social tennis during the summer months.

Luke Turner (the newbie, picture left), has been with AKD for 8 months and commenced his apprenticeship in 2007 as a Joiner/Cabinet Maker with GC Joinery and completed his time with Spence Construction. Luke enjoys shooting in his spare time. He competes in Field & Game competitions and enjoys getting away with mates on hunting trips.

Both are members of the maintenance team working in all areas of both the Colac & Irrewarra sites. Between them they carry out a wide range of work on the sites, from general maintenance of buildings, construction of new & modifying existing buildings, erecting fences, establishing garden beds, cutting grass and weed control just to mention a few.

The planned upgrade to the main office in Forest Street will also require their input and skills to ensure the project is completed to a high level.



Some of the projects that have been completed in recent months have been:

- Irrewarra Training Room - installation of a partition wall and a paint job in company colours has delivered a much needed training facility for the site.
- Main Office Car Park – erect new perimeter fence, planter boxes & walkways has given employees a dedicated car park with much safer access to the site.
- Irrewarra Gangsaw Project – construction of the new electrical switch room to house the motor control panels has provided a clean dust free environment for the electrical gear.
- Freight Entrance – a lot of effort has been put in over the last couple of years to improve the sites appearance from outside the gate. This not only improves our image to the community but also provides us with a place of work to be proud of.



Irrewarra Training Room

- Graeme Hall, Projects Manager



Freight Entrance



Main Office Car Park

Why does Santa  
have three gardens?

So he can 'ho ho ho'!



**SUCCESSFUL  
PEOPLE**



They Embrace Change

**UNSUCCESSFUL  
PEOPLE**



They Are Afraid Of Change

## AKD Christmas Pay Dates 2015

Please see the below calendar and read it through carefully.

This provides the pay dates in which you will be paid over the Christmas period



MON	TUES	WED	THURS	FRI	SAT	SUN
7 DEC	8 DEC	9 DEC	10 DEC	11 DEC	12 DEC	13 DEC
14 DEC	15 DEC	16 DEC	17 DEC	18 DEC	19 DEC	20 DEC
21 DEC	22 DEC	23 DEC	24 DEC	25 DEC P/HOL	26 DEC	27 DEC
28 DEC P/HOL	29 DEC	30 DEC	31 DEC	1 JAN P/HOL	2 JAN	3 JAN
4 JAN	5 JAN	6 JAN	7 JAN	8 JAN	9 JAN	10 JAN

this week to be paid on 17/12/15 as normal

this week to be paid on 23/12/15

this week to be paid on 30/12/15

this week to be paid on 07/01/16

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 10/01/16
- Any queries, questions or concerns, please contact your supervisor

## Christmas Closure Dates

Department	Last Day Worked	Start Back Date
ADMIN	23rd December 2015	4th January 2016
COLAC GREEN MILL	23rd December 2015	4th January 2016
KILNS	24th December 2015 (6pm)	27th December 2016 (6am)
IRREWARRA GREEN MILL	23rd December 2015	4th January 2016
DRY MILL- DAY	23rd December 2015	4th January 2016
DRY MILL-ARVO	22nd December 2015	4th January 2016
EWP, PAULDOCKER & TTP	23rd December 2015	4th January 2016
DISPATCH	As agreed	4th January 2016
CLEANERS	As agreed	
FORESTRY	As agreed	
MAINTENANCE	As per agreed roster	



Shhh, I ate Santa's  
cookies



# SNAPSHOT

## FIRST AID



Number of Trained  
First Aid Employees  
at AKD Softwoods

26

## LOGS



In the early 1990's, AKD  
processed 70,000m3 of  
logs per year.  
TODAY, we process over  
600,000m3

## DIESEL



AKD uses  
6,000 Ltrs  
of Diesel per day

## FORESTRY



We administer the  
movement of  
80 trucks  
per day of logs to  
various destinations

## PRODUCTION



Dispatched Timber in  
2015 is equivalent to  
10,760  
house frames

## FIRE WARDENS



Number of Trained  
Fire Wardens  
at AKD Softwoods  
12

# GUESS WHO?

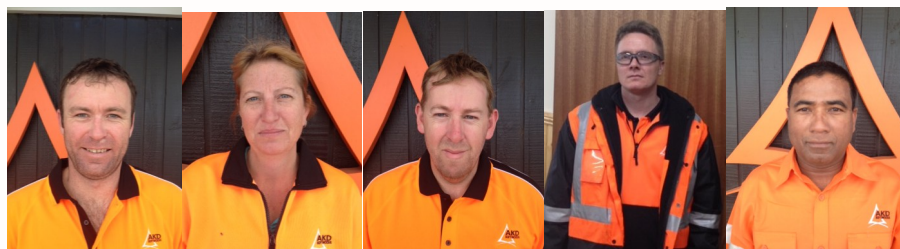
Can you see anyone familiar  
From Forestry in this  
picture??

(See back page for answer)



## WELCOME TO THE TEAM New Employees

AKD welcomed these new employees in Nov & Dec, 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.



Tyler Holt  
DMC

Megan White  
EWP

Brad Oates  
DMC

Jacob Stark  
CLE

Desire Monple  
RMC



Brandon Turner  
DMC

Aaron Adrichem  
DMC

Dale Barrow  
DMC

Steven Jones  
DMC



Daniel McNaughton  
DMC

Will Atkinson  
DMC

Sam Britton  
GMI

Brenton Lowen  
EWP





## Welcoming **WAYNE LAWSON** - Production Manager

We welcome Wayne Lawson to Portland Pine as the new Production Manager. Wayne started in August this year with PPP and prior to that was the Drymill Manager for Timberlink in Bell Bay, Tasmania for four years. Previous to that he worked for Carter Holt Harvey in training, quality and production supervision roles. Wayne has a Diploma in Management and a Cert IV in Training and Assessment.

Wayne lives in his home town of Mt. Gambier, SA, with his wife and two teenage daughters, with the whole family happy to be back on the mainland, closer to family and friends. He is a keen cricketer and plays for Millel and his only blemish is that he is a Hawthorn supporter.

## Milestones

Congratulations to the following staff on reaching a milestone this Nov & Dec 2015

Phillip Borg	EWP	5yrs	22/10/2010
David McNaughton	GMA	5yrs	29/11/2010
Richard Anderson	RMC	5yrs	6/12/2010



## Welcoming **MARK STRETCH** - Silvicultural Forester

The Forestry team is pleased to welcome Mark into this newly created role designed to oversee the planning, management and implementation of the silvicultural programs across our company owned plantations.

Mark has a Bachelor of Forest Science and graduated from ANU in 2004. Since then he has gained experience in blue gum plantation management in Victoria and Tasmania, planning and supervising site preparation and early age silvicultural operations.

Mark also brings experience of planning and supervising softwood harvesting operations for Forestry Corporation NSW before taking on the role of managing the largest seedling nursery in NSW.

Mark therefore brings a diverse experience and knowledge base to the Forestry team and we look forward to his contribution to continually improving our sustainable forestry practices.



## Welcoming **CHRIS TURNER** - Mechanical Draftsperson

Chris joins AKD in this newly created role as part of the maintenance team reporting to Paul Muscat.

The role of Mechanical Draftsperson consists of the establishment and control of mechanical engineering drawings and specifications across the site, as well as assisting in the project design and continuous improvement of machines and processes.

We welcome Chris to Colac, following his relocation from Perth and wish him all the best as he learns our operations.

Chris comes with extensive technical experience and skills in the design and drafting field, including many years as a consultant in the mining industry.



## Introducing AKD's new Chief Financial Officer

G'day I'm Glen Darroch, I started with AKD in November 2015 as the new CFO. I have relocated with my wife Shelley and three kids from Dunkeld where I was working as a Commercial Manager with Iluka Resources, a mineral sands mining company. I have spent the last 11 years working for Iluka, including a three year stint as the CFO of their US business, based in Richmond, Virginia. Prior to that, my background was in chartered accounting and investment banking.

This is my first experience in the timber industry, so I really enjoyed the induction process over the first couple of weeks, spending time in the mills and seeing first hand how the process works. I'd like to thank everyone on site who has made me feel welcome and taken time out of their days to show me around and answer my stupid questions! There is clearly plenty happening at AKD, and you can't help but be impressed by the progress that has been made in recent times, on both the productivity and the safety fronts. Hopefully I can make a meaningful contribution to the continued success of the business, and to ensuring we maintain the focus on the safety of everyone on site.

My family is excited about settling in Birregurra and getting involved in what the community and region has to offer. I look forward to meeting you all, as I move around the site.





*AKD Softwoods employees celebrated the end of 2015 and another fantastic year with our annual Christmas party hosted at Straight Shooters in Colac. The night was a great success filled with some lucky winners in our 'Joker Poker' raffle, a few light hearted laughs with comedian Danny McGinlay and a boogie to the very talented band The Interudes.*

*Over 120 of our workmates came together for the occasion with a mixture of all departments mingling over a pot and a game of pool.*

*We wish to thank those that attended and we hope that everyone had a wonderful time!*





## Clearwater Logging and Transport Celebrates 30 Years

Clearwater and AKD Softwoods have a long association together and over the years the working relationship has been integral for the growth of both businesses.

Clearwater Logging and Transport Pty Ltd started out 30 years ago with one truck and one bulldozer and have grown to become a substantial employer of currently 117 people including drivers, operators, mechanics and office personnel.

The company is owned and managed by Mick and Ro Fenn who now run 59 trucks, 22 harvesters, 17 forwarders, 9 dozers and 9 excavators. They harvest and cart both softwood and plantation eucalypt logs from all around Victoria and across to south east of South Australia.

Mick was 22 years old when he started with ET & EW Murnane Sawmillers assisting with harvesting and carting hardwood through RC Trotter and Sons. After three years Mick and Ro bought out this company and commenced working directly for Victree, harvesting hardwood through the summer and softwood in the winter.

After this time the truck fleet began to expand and in 1996 the first B'double commenced carting softwood logs for Victree. When Victree was sold in 1999 Clearwater diversified and commenced working for AKD, Midway and HVP Plantations both harvesting and carting softwood and plantation eucalypt. This enabled the business to expand into what we see today.

Clearwater is currently operating four harvesting systems directly for AKD (and another two indirectly with HVP Plantations). Last financial year they harvested 150,000 tonnes for AKD including sawlog, pulp log and export log and carted in excess of half a million tonnes as well.

Clearwater is also one of the many contractors involved in AKD's site preparation and plantation roading program utilising excavators, dozers, chopper rollers, rippers and mounders to convert recently harvested sites into suitable replanting sites and building and maintaining the roads.



*CEO Note:- The close relationship between AKD and Clearwater*

*Logging is unique in this commercial world. We feel Clearwater are a part of the AKD family and we highly value the working relationship and support.*



# Office personnel changes at PPP



Fiona Chambers & Louise Haluska.

Fiona Chambers, Portland's Administration Officer, is leaving us at Christmas time to undertake a similar role in her family's new Heywood based business venture, *Chambers Portable Line Boring*. Fiona has been with Portland Pine for three and a half years and during that time has proved herself to be a valuable asset. Fiona has gained the respect of all our suppliers, large and small, and her friendly and welcoming nature will be surely missed.

Louise Haluska has been doing our production recording and inventory management for the past year, has agreed to take on the administration officer role. Louise who originally comes from Gippsland where she worked for a milk processing company in a purchasing and logistics role. Louise has completed her Advanced Diploma of Accounting and given this new opportunity she is considering finishing her Bachelor of Commerce (Monash).

A festive Christmas banner featuring a cartoon Santa Claus with a white beard and red suit, holding a snowball. To his left is a decorated Christmas tree with ornaments and lights. The background is white with a green garland at the top. The text 'FUN FACTS' is prominently displayed in the center.

## FUN FACTS

1. The first Christmas was celebrated on December 25, AD 336 in Rome
2. Each year more than 3 billion Christmas cards are sent in the U.S. alone
3. Early Christmas trees were decorated with fruits, flowers and candles, which were heavy on the tree branches. In the 1800's German glass blowers began producing glass balls to replace the heavy decorations and called them bulbs.
4. Paul McCartney earns nearly half a million dollars every year from his Christmas song, which many critics regard as his worst song ever.
5. The first artificial Christmas Tree wasn't a tree at all. It was created out of goose feathers that were dyed.
6. An average of 5,800 people end up in the ER after suffering injuries from holiday decorating.
7. Hospitals reported 4 broken arms last year after cracker pulling accidents.
8. In Greek, X means Christ; that is where the word "Xmas" comes from!
9. Christmas purchases account for 1/6 of all retail sales
10. Jingle Bells was the first song sung in space.



**JOIN US FOR A FUN RUN!**  
**SUNDAY 20th MARCH, 2016**

registrations and information on line at  
[www.oldbeechyrailtrailfunrun.org.au](http://www.oldbeechyrailtrailfunrun.org.au)



**AKD**  
SOFTWOODS

*Christmas*

*Edition*

# Health & *with Toni*

**So we are officially in our  
first month of summer!**

Summer can be a great time of year....we get to enjoy the beach, we don't have to wear all of those layers of clothes and for some reason beer tastes so much better!!! However, as you all know the heat makes our work environment more challenging from a health & safety perspective.

Rest assured, we are not the only ones and there are ways and means in managing heat in the workplace.

As a business, we have been putting measures in place to manage the associated risks, however we also need to emphasise that each of us has our own responsibility...

## **Remaining hydrated is vital!**

**Signs that you may be dehydrated include:**

- Dry mouth
- Decreased urine output
- Sweating may stop
- Weakness
- Nausea & vomiting



It is important that you drink water. Sources of water also include foods, such fruits and vegetables which contain a high percentage of water. Sports drinks with electrolytes, may also be useful for people doing high intensity, vigorous work in very hot weather, though they tend to be high in added

sugars and calories.

It's also best to avoid drinks containing caffeine, which acts as a diuretic and causes you to lose more fluids.



Whether we are out enjoying the sunshine at home or having to be outside at work, remember to Slip, Slop, Slap!

Being Sun Smart is a simple & effective way to reduce the risk of developing skin cancer.

**In 2011 more than 2000 Australians died  
from this almost entirely preventable  
disease.**

**SLIP ON A SHIRT  
SLOP ON SUNSCREEN  
SLAP ON A HAT**



# Safety

## MONTHLY FOCUS

Over the past months we have a MONTHLY FOCUS to highlight a particular area or issue for review and positive actions. In November it was *'Safely mounting and dismounting from plant and equipment'*. This followed a number of related incidents in previous months which resulted in injuries.

Positive actions included:



## Your health and wellbeing matters!

We are pleased to announce that AKD has bought 7 defibrillators to be spread across the organisation.

Costing almost \$16,000 this was not a small purchase, but unlike other

investments we hope we never have to utilise this one! However just one instance, would make it well and truly worth it.

These devices are provided for the unfortunate circumstance that someone may require defibrillation and our First Aid Personnel are trained to use the devices.



# Risk Management Advancer Awards



In October 2015, AKD won the Vero RM Advancer award in the Property category. The awards hosted by our lead insurer Vero, are a national award recognising excellence in risk management.

Finalists in our category were Adelaide Brighton Group, Murray Goulburn, Westfarmers and Unitywater. We are very proud to know that our business was recognised above these major Australian Corporations.

The award recognises the efforts we have made over the past couple of years in reducing the likelihood of risk events occurring, and putting in place proactive measures such as Business Continuity Planning and Crisis Management Team training to enable us to respond in a controlled manner when events occur. These were tested and proved successful in our response to the kiln fire in October 2014.

AKD is audited every six months

and our commitment to constantly improving our housekeeping and continuously improving our Risk Management systems and standards are recognised as "best in class". We need to set ourselves higher goals for 2016. This award recognises our whole business efforts.

Another great team effort! Thanks to everyone!  
- David McGinness, Chief Risk Officer.



GUESS WHO ANSWER??  
Russel Rodda

**AKD**  
SOFTWOODS

# Merry Christmas

## with Shane Vicary



Thank you for your contribution to AKD in 2015.

If you're reading this then you must be part of the AKD story and contributed to what has made 2015 a great year. 2015 was a special year for many reasons, the following are some key highlights for me:

- We continued to grow our business in a sustainable way
- We continued to develop and train our people and develop a learning culture at AKD
- We had employees successfully complete both tertiary & trade qualifications
- We welcomed some excellent new people to our company
- We continued to improve our Health & Safety performance and our culture of reporting
- We built on our positive community "Corporate Brand" in the Colac Region
- We increased the size of our customer base
- We developed more automation and optimisation opportunities in our business
- We successfully installed the CDK's and gas fired boilers (first of their type in Australia)
- We successfully upgraded the Irrewarra sawmill
- We successfully re-engineered the Drymill wrap & strap area
- We successfully lifted the Drymill's daily throughput capability, setting a number of new production records.
- We improved the Colac sawmills log gap control, throughput and set a whole lot of new production records
- We lifted PPP production volumes
- We purchased new loaders, trucks and forklifts
- We won "Employer of Choice" award and then overall "Business Excellence Award" at the Colac Otway Shire Business Awards
- We won the Vero "Risk Management Advancer" nationwide award
- We came second in a nationwide "Business Interruption Recovery" Award
- We started a AKD Tertiary Scholarship
- We continued to develop our predictive and preventative maintenance with uptime and reliability improving across the site
- We successfully agreed to a new 4 year Enterprise Bargaining (EBA) agreement.

So thank you! 2015 would have to rank for me personally as one of the busiest years in my career but also one of the most satisfying. Bring on 2016! What can we achieve next with the great foundation we have *laid* in 2015. Businesses are quite often described or defined by their physical assets or their Balance Sheets, but for AKD what makes 2015 such a special year is how AKD is defined by the people and culture we have here. We are recognised in our industry and in our community as a strong sustainable company that is innovative and successful. We should be very proud of what we have achieved and who we are.

So we now go into holiday mode from late December. I truly hope that you get a break and that you get the opportunity to see Christmas as a time of joy, spending time with family, friends and loved ones. Celebrating Christmas with goodwill, forgiveness, charity & peace.

So from myself and the AKD Softwoods Board of Directors, a big "THANK YOU" and I look forward to seeing you in 2016.

I wish yourself and your family a Safe and Merry Christmas, and healthy New Year.

- Shane Vicary, CEO

