

## WHAT DOES SAFETY MEAN TO YOU?



In the 12 years from 2003 to 2014,  
**3000 workers**  
have lost their lives in work-related incidents.



**The fatality rate has decreased**

by 46% from 2.96 fatalities per 100 000 workers in 2007 to 1.61 in 2014.



**In 2014, 188 workers**

were fatally injured at work. This is 18% lower than the 229 deaths recorded in 2012 and 39% lower than the highest number of worker deaths recorded in the series (310) in 2007.

In 2014, **almost half** (47%) of the worker fatalities occurred within the transport, postal and warehousing and agriculture, forestry and fishing industries.



Across the 12 years of the series, two-thirds of  
**worker fatalities involved vehicles**

In 2014, 116 of the 188 fatalities (61%) involved a vehicle.



**In 2014, 71 workers (38%) were killed in a vehicle collision, 21 workers (11%) were killed when they were hit by moving objects, and 20 workers (11%) died after falling from height.**



In 2014, 176 of the 188 fatalities (94%) involved

**male workers.**

The fatality rate for male workers was over 10 times the rate for female workers.



Over the period from 2007–14

**61% of bystander fatalities**

were due to a vehicle incident with being hit by moving objects accounting for a further 15%.



The 188 fatalities in 2014 equates to a fatality rate of 1.61 fatalities per 100 000 workers. This is the **lowest fatality** rate since the series began 12 years ago. The highest fatality rate was recorded in 2004 (2.97).

# SAFETY

## WHY DOES SAFETY MATTER TO YOU?



Safety is about making sure you have your priority right. At work, you are the most important person, next is your team then the rest of the employees within the company and very lastly it is the job you are doing, because if anyone is hurt, the job cannot be done. So making sure you and everyone around you is safe means that your job can be safe.

- Stephen Pefanis



For me it's lifestyle, not only for myself but for everyone. Any injury, big or small, will have an effect on your lifestyle somehow.

To me, everything you do each day makes up your lifestyle, not just one or two things you enjoy. - Matthew Laity



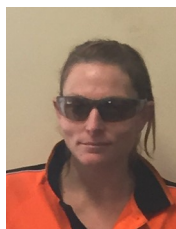
Safety matters to me because it ensures that everybody gets home injury free. It builds a healthy and solid relationship between employees.

- Brandon Turner



Safety matters to me because of my family.

- Scott Trinca



Safety matters to me because i want to go home alive at the end of the day. My 3 kids are my life!!! They are what matters and they need me. I am their life support. No matter how old they are, they will always need me.

I am working so i can give them everything. So safety is No. 1!!

- Richelle Catterall (Shelli)



Safety matters to me for 2 reasons:

1) Being able to enjoy LIFE outside of work. Being able to be active with my beautiful kids, being able to go on holidays and being able to do those simple things in life we often take for granted. If I injured my back, how would I pick my kids up and cuddle them when I get home from work?

If I injured my hand badly, how would I make tea, could I put my own shoes on??

2) During my 13+ years of being a Health & Safety professional, I have been involved in 4 fatalities and a number of significant / disabling injuries. The impact these type of events have on the **person** involved, **their family** and their **work colleagues** is huge. CHOOSE to be safe, after all - you are investing in your future...isn't THAT worth it???

- Toni Kirkup



Safety matters to me because without it we could get injured.

- Frank Van Dijk



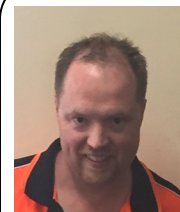
Safety to me means getting home safe to my family every day.

- Lawrence Missen



Safety matters to me because i want to go home to my family and friend unharmed

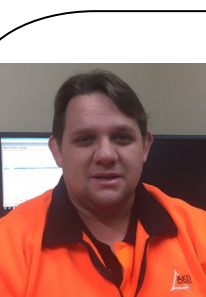
- Nathan Hellier



Safety matters to me because I want to go home safe and be able to continue your routine each day at work and at home with whatever you are doing.

- Michael Abbott





Safety means that my work colleagues and I can return home to our families in the same state we arrived at work, it's being able to enjoy playing sport and spending time with our family without difficulty imposed by injury. It's not taking risks to do something faster or easier, it's looking out for one another to prevent harm to anyone in our workplace."

- Glenn Lacny



safety means going home safe  
-Macca



Safety matters to me so i can go home to my family.

- Blair Heremaia



During my working life I have seen many changes to Workplace Safety, these mean that everyone can now expect to not get

injured at work and be fit and healthy throughout their working life, and to be able to spend quality time away from work with family and friends. In my case it means that I can now enjoy the "Travel Bug" and am fit enough to go to all the places and do all the things that I have dreamed about.

- Wayne Rippon



I need to go home to my family after every shift.

-Tim Guthrie



It is important to me that all of the team and I return home as healthy as I went to work in the morning.

- Frank Castles



Safety means looking after your mates.

- Steve Lusher



Safety matters to me because, at the end of the day or shift everyone returns home to their family, friends, pets and lifestyle.

- Gillian Finnigan



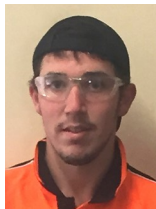
Safety means going home safe to your family.

-Steve Porter



Safety matters to me because of family and workmates. If i am injured at work that will affect my family.

- Joseph Muvengi



Safety matters to me because its keeps you and everyone around you safe.

- Brenton Lowen



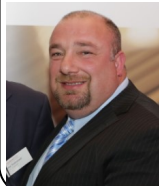
Safety matters to me because it means I get to go home to my beautiful fiancé and my two adorable children

- Darcy Osborne



Safety matters to me because I want to go home to my family uninjured and it's my life on the line Also it is mine and everyone's role to put our safety first 100% of the time.

- Michael Walker



Safety is going home to your family the same way you came to work so you can enjoy life away from work.

- Paul Muscat



Safety matters to me because... I don't want to see an injured employee struggling down the street and think I could be responsible.

- John Browne

Occupational stress  
work safety  
chemicals  
fumes  
work environment  
gloves  
chemicals  
allergens  
work safety  
employee  
workplace hazards  
machinery  
helmet  
safety glasses  
workplace hazards  
accident  
injury  
hard hat  
safety glasses  
fumes  
biological agents  
occupational hearing loss  
burns  
safety regulations  
occupational stress  
inspector  
safety procedures  
safety regulations  
workplace violence  
burns  
injury



# SNAPSHOT

## SOFTDRINKS

One can of soft drink a day can lead to 6.5kg weight gain in a year

## WORK RELATED DEATHS

Work related deaths annually are 3 times more than road fatalities in Australia

## DIABETES

Diabetes is Australia's fastest growing chronic disease. An estimated 280 Aussies develop diabetes every day

## HEART DISEASE

Cardiovascular disease is the leading cause of death in Australia, killing 1 Aussie every 12 minutes

## FLU SHOT 2016

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

**108 employees** got the shot and **34 family members**.  
Let's aim for more next year

## ALCOHOL

Alcohol is responsible for: 30% of road accidents, 44% of fire injuries, 34% of falls & drowning, 10% of industrial accidents

## DRUGS

1 DEATH every day  
Due to drug & alcohol abuse in Victoria

## DEPRESSION

1 in 6 WOMEN and 1 in 8 MEN are likely to experience **DEPRESSION** in their lifetime

## DEHYDRATION

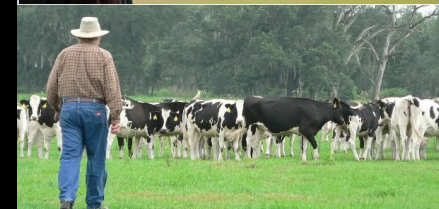
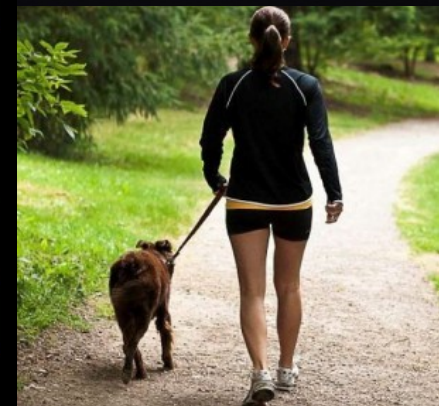
If you're as little as 5% dehydrated, your alertness and concentration is reduced by 30-40%

## OBESITY

1 in 4  
Australian adults are obese

## ANXIETY

1 in 3 WOMEN and 1 in 5 MEN are likely to experience **ANXIETY** in their lifetime



 **Lifeline**  
13 11 14

For anyone experiencing personal difficulty, please call Lifeline



# If you lose the use of your hands or fingers, what are you actually losing?

Question -

Over the last 12 months, what percentage of injuries are relating to hands & fingers?

- a) 10%
- b) 20%
- c) 40%

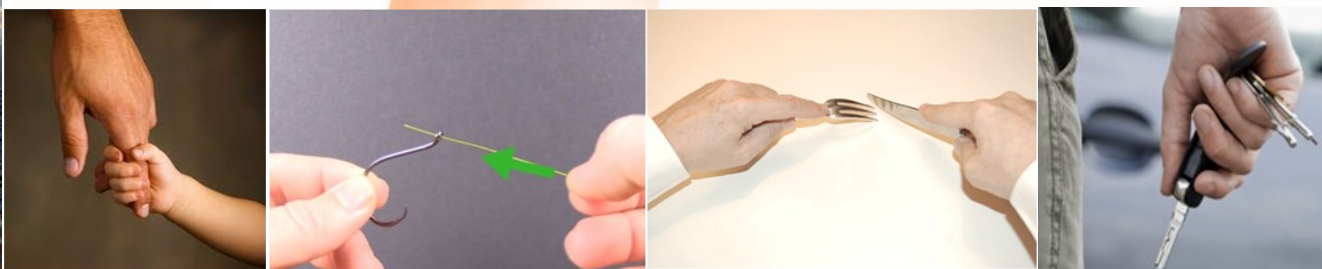
If you answered **40%** you are correct!

Some of these injuries were minor, some were not.

As the business continues to improve our processes and practices in relation to Health & Safety, it was important that we addressed this.

On the 1st June 2016, we introduced the requirement that gloves are mandatory to be worn when handling timber.

Introducing gloves will help to minimise the number and severity of the injuries that are being reported.



## PPP Safety Glasses Policy

Following the success of AKD's role out and in conjunction with the OH&S committee, Portland Pine Products introduced a new safety glasses policy in April 2016. All PPP employees have embraced the policy as they understand that personal safety within the workplace is something that Portland Pine takes very seriously.



Health & Safety with Toni



# TEAM DISPATCH

The Dispatch & Logistics team has gone through a number of changes over the last 6 months as we continue to grow.

**Gary Dolan – Logistics and Dispatch Manager**—Working with a very diverse team of administrative, forklift and truck operators, my role involves doing what is necessary to make Dispatch work cohesively with the rest of AKD, our external contributors and to seek out improvements in how we currently handle things and ultimately ensure we meet our customers needs.

Challenges involve: managing residue levels across Colac and Irrewarra sites for bark, chip, sawdust, shavings and off-cuts (too much, too little but never just right); mass management administration; staying informed of our dispatch movements, pack location issues and collection and getting timber onto trucks in an efficient and organised manner.

This is a really diverse role full of challenges, opportunities and rewards at every turn and is providing an opportunity to work with a great bunch of people in Dispatch and right across AKD.

On weekends I like to kick back riding my bike (bicycle or motorcycle), follow the once mighty Blues (and Imps locally), through winter and at night during the week I can usually be found asleep in front of the TV.

**Sophie Ross – Dispatch Coordinator (Day Shift)** - My role as Dispatch Administrator at AKD is to work closely with our Sales team to try and maximise the number of loads each day and to ensure we are delivering our products to each and every customer on time and to a high standard.

Some of my duties involve planning and building loads based on the variety of customer orders, as well as liaising with Sales to fill the loads in the most efficient manner. I am also responsible for interacting with our external carriers to ensure we are supplied with the necessary amount of Victorian and interstate trailers for loading every day.

I started at AKD back in July last year and the time has flown. I am enjoying my work and each day I learn something new.

**Sharon Wilson - Dispatch Coordinator (Afternoon Shift)** - My time at AKD has been one of many changes in my 17 years with the company. When I started in Dispatch 6 years ago, we were only loading approx 15 loads per day, now we are in excess of 35 every day of which is achieved during both shifts and with the good working relationship between Sales and Dispatch to achieve these targets.

As I now work on afternoon shift, I ensure all loads are built as much as possible and arrange for the balance of trailer loading and dispatching and associated duties thereof and follow up on trailer arrival for loading.

I am currently renovating my house in my spare time, I have almost found my lounge room again!

## **Introducing Tania Graham - Dispatch Administrator**

I am very new to the Dispatch team, having started mid May. My role involves finalising paperwork for dispatch, filing and liaising with forklift operators, carriers and drivers. I am really enjoying my new role and would like to thank everyone at AKD for making me feel so welcome.

I am originally from the western suburbs of Melbourne where I worked in the receiving department of a large warehouse. I relocated to Colac 18 months ago to escape the rat race and to enjoy the fresh country air!

My spare time is divided between horse riding and house renovations, although most weekends I can usually be found camping somewhere with my horses and dogs.



*The new Dispatch Team: (L-R) Tania Graham, Sharon Wilson, Gary Dolan & Sophie Ross*



*Forklift Team: Ben Tate, Anthony Jones, Clint Bourguignon, David Drayton, Jason Dunlop*



*Forklift Team: Tim Sproules, Jeremy Neave, Dave Te Kiri Tuwairua, Michael Causon, Jarryd Cranwell*

## **Introducing FRANK CASTLES**

### **- Quality Control / 2IC**

Frank has joined the Drymill department as the Quality Control/2IC Officer. As 2IC Frank will work with the team in the Dry Mill to increase productivity and reduce down time in the most efficient manner while maintaining a focus on safety.

As a part of the Quality Control position Frank is responsible for ensuring our Drymill material meets specific specifications and compliance.

Frank has an extensive background in management of people, finance, project/program, logistics, training and quality.

Frank's interests out of work include travel, enjoying good wine with friends, riding a Harley, Dad jokes and going to watch the mighty Magpies at the MCG.

We would like to welcome and wish Frank a long and industrious career at AKD Softwoods.





# New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Apr—Jun  
and encourages everyone to make them feel welcome and work together to keep them safe.

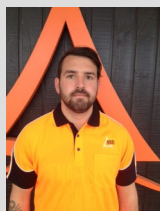
New employees are encouraged to ask a lot of questions, so please help them out..



Tania Graham  
DIS



Robert Thresher  
DMC



Josh Armstrong  
GMC



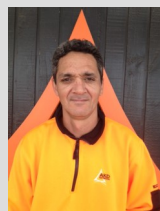
Frank Castle  
DMC



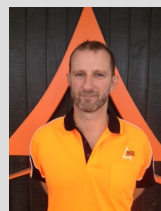
Colin Craddock  
GMC



Aiden Barrow  
RMC



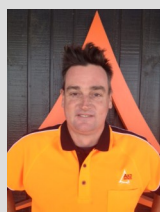
Rangli Matthews  
DMC



Michael Johnson  
RMC



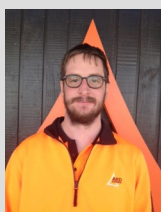
Tim Guthrie  
DMC



Simon Gordon  
DMC



Peter Barrow  
DMC



Brendan Gerard  
DMC



Andrew Brunnsden  
IRR



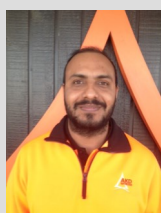
Paul Armstrong  
DMC



Jared Alsop  
RMC



Sean Harvey  
DMC



Randeep Cheema  
DMC



Josh Bassett  
RMC



Stephen Saffron  
RMC



Jack Hogan  
IRR



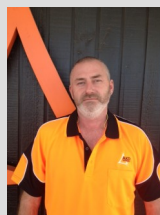
Musa Jaffari  
DMC



Tim Reid  
IRR



Tom Burnett



Greg Sargood  
IRR



Scott Cooper  
GMC



Zac Whitehouse  
GMC



Karen Johns  
FOR ADM



David Reilly  
SALES

## Introducing DAVID REILLY

- Sales Account Manager—Melbourne Region

Name: David Reilly  
Age: 40 Years old  
Married: Married to Vicki  
Kids: 2 girls and a boy  
Career: 22 years in the timber industry

- Auspine
- Timberlink 17years
- Simmonds 5 years

### FAVOURITES

Sport: Mad Hawthorn Supporter  
Played Footy Mont Morency  
(played over 200 games)  
Color : Yellow & Brown (Hawks)  
Movie: Raiders of Lost Ark  
Food: Chicken Parma



## Introducing KAREN JOHNS

- Forestry Administrator (Part time)

Karen joined the Forestry team in mid May to assist with the processing of the increasing sawlog deliveries, forest product sales and residues sales.

Karen has experience in many different roles ranging from Victorian Group Training locally to an Oil Drilling company.

Karen grew up in Coragulac on a farm but moved away to Melbourne for work. She is married with four children and returned to Colac about 5 years ago.

In her spare time she loves watching movies, reading and enjoys karate.





## CONGRATULATIONS WAYNE RIPPON

Wayne Rippon or Rip, as he's known across the site, started with AKD in the maintenance department in May 1996. Rip was initially employed for a month to pull down the old kilns across the road. Twenty years later and Wayne is still here.

Wayne was offered a full time position in maintenance in which he completed a Fitter & Turning apprenticeship to complement his on the job knowledge. Wayne's willingness and commitment to learn things ensured he successfully completed his apprenticeship in 18 months.

Wayne says AKD has changed from when he started 20 years ago. The maintenance infrastructures, systems and people are all more professional. Wayne mentioned he loves interacting with people from different departments. I couldn't find any dirt on Wayne but he told me a story of a maintenance xmas party held years ago that was held on site around a truck trailer. Wayne was adamant that he was not drinking after being stirred up by Ashley Britton and others, Wayne drank 9 cans in 90 minutes. He turned around and the guys had all gone home.

In September 2014 Rip moved into an area fitter role in the dry mill. This was a new position on site that has proven to be successful mainly due to guys like Wayne committing to the area and obtaining great results. When Wayne is not working on continuous improvement projects his time is spent organising weekly shut jobs as well as long term planning for larger shuts like Christmas. Wayne has also worked and completed the majority of motor, pump, chain pneumatic and hydraulic audits for the dry mill which has seen him identify critical spares for the site. Another task was for Wayne to go through the entire preventative maintenance program in MEX to identify new or redundant equipment and change checks to suit the plant for today's requirements.

Wayne is always on the go but has recently caught the travel bug, travelling to places like Fiji, New Guinea and a trip across the top of Australia. Wayne plans to continue travelling in the near future.

Don't be fooled by Wayne's exterior as he is extremely energetic and engaged in anything he tackles and teaches the young guys a thing or two. Wayne has a great work ethic and tackles any challenge head on. His root cause analysis skills as well as his belief in planned maintenance motivates me and makes me proud to say he's a member of the maintenance department. Well done Wayne and thank you for 20 years of service.

- Paul Muscat, Maintenance Manager

*Congratulations!*

Congratulations to the following staff on reaching a milestone this Apr – Jun 2016

Wayne Rippon	9/05/1996	20yrs
Andrew Brook	17/06/1996	20yrs
Ginelle Rae	3/04/2006	10yrs
Deson Balan	18/04/2006	10yrs
Stephen Lusher	2/05/2011	5yrs
Chris McKenzie	2/05/2011	5yrs
Doug Kenny	6/06/2011	5yrs

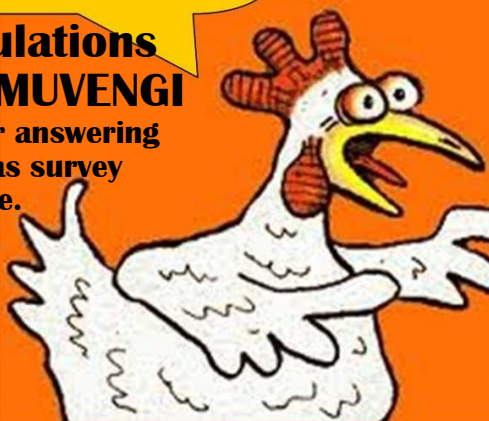
Winner, Winner...  
Chicken Dinner!

**Congratulations**  
**JOSPEH MUVENGI**

Thankyou for answering  
our Christmas survey  
questionnaire.

You have  
won a

**\$100**  
gift voucher.



## WHY ISOLATION IS SO IMPORTANT....

The below goes to show just how important isolation is.

A picture of a wheelbarrow that we use for cleaning purposes and a picture of a wheelbarrow after it got caught in the Schurman unscrambler chains.

**IMAGINE IF THIS WAS A PERSON!!!**



Please remember to always isolate and if you are ever unsure of specific isolation points for the area you are required to work in that you

**STOP** and **ASK**.

**REMEMBER: NO JOB IS THAT IMPORTANT THAT IT CAN'T BE DONE SAFELY.**



# 5S PROJECTS

## CONTINUOUS IMPROVEMENT PROGRAM



The log yard is just one of the groups who have worked hard to finally completed their 5S project. 5S is a very important piece of the manufacturing environment, taking commitment to both complete, but more importantly maintain the systems involved.

5S impact all aspects of the work place.

5S impacts on safety due to a cleaner less clustered work environment.

5S impacts on efficiency because you can find tools and equipment.

- Every thing has a place
- Every thing in its place

All this leads to a more profitable, morale boosting workplace.

Photo of Steve Bennet and Andrew Osborne (left) just as they finish cleaning the log sort entry area. Commitment to excellence is the key to Continuous Improvement.

- Ron Whatman—Skillup Trainer

## Congratulations Carl

In 2011, Carl Angus commenced a Bachelor of Accounting with the University of South Australia. Five years, 17 exams and over 35 assignments later, Carl has finally completed the degree! The accounting course covered a broad range of subjects including finance, economics, accounting principles, law, management and auditing - all of which will benefit both Carl and AKD. Carl thanks AKD for the support given to complete this course and said it demonstrated AKD's commitment to training and further development of their employees.

Congratulations Carl. This is a major accomplishment. Well done!

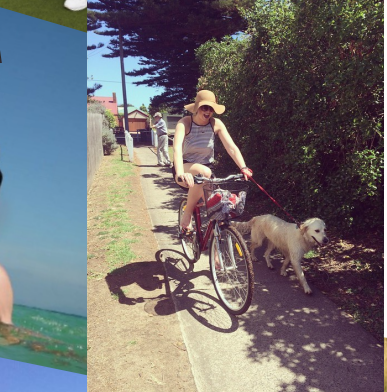


## EWP Team work course

The EWP leadership crew recently embarked on a team challenge in Warrnambool. The team was fittingly called 'The Lumberjacks' and consisted of Jo Muvengi, John Stephens and Steve Baudinette. The seminar and workshop was designed to provide a range of challenges to build on and enhance teams and focused on promoting effective communication, collaboration, creative thinking and decision making. Steve reports that "The seminar had a rather unorthodox but very effective and interactive method of delivering the training" ...as you will see in the picture below, as the team donned their pirate outfits. The team reported that they found the training to be very rewarding and look forward to putting these skills in to practice. Go the Lumberjacks!







Being active helps us both physically and mentally. Physical activity can decrease weight, reduce risk of cardiovascular disease & type 2 diabetes, strengthen bones and muscles and can improve mental health. We value our employees and without you our business would not be the success it is today. So please - take care of your **health** & safety, get active and enjoy life!



# MY Personal JOURNEY

With **Paul Corkill**

Paul Corkill BEFORE  
Climbing the Great China Wall in 2015

**BEFORE**

At the beginning of last year I decided it was time to change my lifestyle, the way I looked, felt and my personal wellbeing. After trying all sorts of diets, exercise programs and boot camps; I couldn't find any long term solution to staying fit and being active.

While I was away in China this time last year, it was a real wakeup call when I climbed the Great Wall of China. After the climb I was shaking due to exhaustion for about an hour, I thought I wasn't that unfit and should be able to complete the climb without any issues; only 2 members from the group finished the climb the rest stopped at the first tour. Later that day the guide told our tour group a large number of people have heart attacks and die trying to climb the Great Wall of China each year. When I got back home and started looking at my photos I didn't like the person I was looking at and thought I have to do something about this right now and not wait any longer.

During the following month I started walking, going to the gym, playing tennis or bike riding each day. Without changing my diet I could feel a small improvement but wasn't getting the results I wanted. One day after work while talking to Craig Conway he mentioned a weight loss program he had just started and was seeing great results. The following week I joined up to Weight Loss Coaching, who assisted with the nutrition side, walking about 12,000 steps and eating real food.

When I put in place all the information from Weight Loss Coaching, Bluewater Fitness (including personal training, boot camp and general gym sessions), walking & bike riding with friends and alone I began seeing massive results towards my goals. It wasn't always easy keeping to my target; going away on a cruise and weekend in Sydney with mates for our birthdays, being asked to be groomsmen in Glenn Lacny's wedding and Christmas celebrations - it takes some real determination!

Then one night whilst walking around the lake with friends we began talking about Run Geelong in November, so we signed up for the 6km event to see if we could actually make the distance.

After completing the event I felt good and keep jogging with friends just to keep fit.

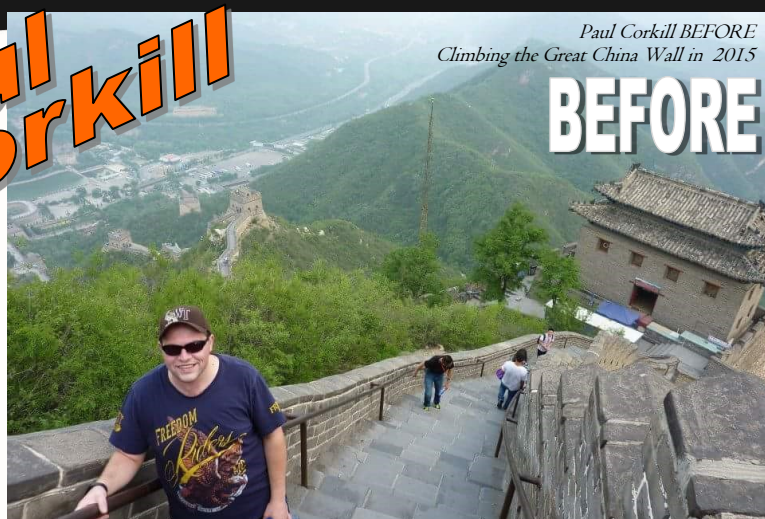
Then this year, I was put into the elite group at boot camp (against all my arguing, as they were all fit people and athletes). Soon after I signed up for some running events for my own achievements and try to beat my own personal best times. It all started with the 8km Mountain to Surf in Lorne, 10km River Run Geelong and 7km AKD Old Beechy Rail Trail run, where I came third overall, just behind Carl Angus who I thought I would never be in the same league. To prove it wasn't a once off I signed up for the 7.3km fun run in Geelong where I came 9<sup>th</sup> out of 143 and got another **personal best!**



NOW: Representing Team AKD at the Old Beechy Fun Run 2016



After running the 23km Half Marathon in Lorne



Before & After photos at 32weeks

Over the following weeks I was talking to John Hayden about how I was interested in taking part in the 6km or 14km run for the Great Ocean Road Marathon events. Somehow after a few weeks and many conversations he convinced me to take part in the 23km Half Marathon. In my mind I was thinking I hope I can make the full distance as never reaching anywhere near that distance before and wasn't worrying about my time. On the day I was in shock as there were about 2,700 people and most run half marathons every month. When I crossed the finish line in Apollo Bay I was surprised with my time, ability and came 220<sup>th</sup> overall.

Everybody keeps on asking me how much weight I have lost, how I have done it and was it easy. Since I started my new life I have lost over **25kgs**, by simply eating better (most of the time), finding activities I enjoy and staying active - and no, it wasn't easy, but I feel so much better!!!

# CEO

# CORNER

## with Shane Vicary

**AKD**  
SOFTWOODS



2016 marks the 10 year anniversary for me of one of the most horrific incidents I have ever been involved in. It was a normal sunny winters morning in Rotorua and I was sitting in a meeting when I received a phone call, "Shane, you better come quick, Brendon has been squashed in the Debarker". Now I was a 15 minute drive from the Sawmill, but I beat the Ambulance there, and I don't remember the drive, but I remember that phone call, it still brings tears to my eyes. The person who was ringing me was the Sawmill Manager Dave. Dave was only a couple of years away from retirement, and had been sawmilling since he was 14 (at that point over 50 years). Dave was a hard man, staunch, stoic, and when he rung me he was nearly hysterical he was that distraught.

I got to the sawmill and went straight to the Debarker, at this point I thought there is no way Brendon is alive, but thankfully he was, but he had multiple broken bones (snaps, and crushes), he had been crushed by the log infeed rollers, so much pressure that the capillaries in his eyeballs had all burst, and so his eyes were blood red. Brendon was in immense pain and tangled in the machinery. We had to extract him, and then get him out. As I helped lift him out, I remember his left foot kept dangling over the edge of the stretcher, and every time it flopped over, I had to reach up and place it back on the stretcher. I could hear the broken bones grate against each other. To this day, I still remember the screams from Brendon...that memory just won't go away.

Brendon went to the hospital, and I drove to Brendon's house to tell his wife there had been an accident, and that Brendon was in hospital and undergoing emergency surgery. I had an hour to collect my thoughts and be prepared to be as professional as I could be. I had to be calm and supportive, to reassure his loved ones that everything was going to be alright. Nothing could have prepared me for when Brendon's wife opened the door and I was left staring into the faces of his two young boys, 3 and 4 years of age. As a Dad, with kids roughly the same age at the time, it just shook me to the core. To this day, I still think of those faces looking up at me as I tried to remain calm, having tears roll down my face as I explained to Brendon's wife what had occurred, and offered to take them to the hospital.

Brendon went through multiple surgeries over a 6 year period, and has made as good a recovery as you could expect. Brendon was our Maintenance Manager at the time and had been working in Sawmills as a Fitter and Engineer for over 20 years.

How did it happen? Who was to blame? What did Brendon do? What should the company have done? All I can think of, is the permanent and damaging impact on Brendon's life. Brendon made a decision 2 seconds in the making that would have a permanent impact. The company was cleared, and unfortunately a year or two later the Department of Labour (OSH), attempted to prosecute Brendon for personnel negligence, after what he had been through, this was particularly heartless.

The relevance for AKD is our "collective responsibility", we are all responsible for each other's safety. But you, you are the one most responsible for your safety. "Nothing is that important, we should put ourselves or each other at risk", you can use this quote at any time. We have to have personal accountability, not just with our safety, but also with our health and wellbeing. Could you be doing more for your own personal safety, health and wellbeing? Lift your fitness, eat better, have more energy, stop smoking etc.

**Safety is everyone's responsibility • All injuries and incidents can be prevented •  
Everyone should have the courage for safety • If it isn't safe, don't do it**

Reading through this quarters issue, Paul Corkills' story is particularly interesting and a great example for the rest of us—well done Paul. He has done a great job of choosing to make a life changing decision and then carrying it through, and now he is enjoying the benefits of that commitment. Congratulations and thank you to Rip (Wayne Rippon) on your 20 years of service, Rip is a fantastic bloke that has done a great job on the drymill. He is an invaluable member of our team. Also congrats to Carl Angus on obtaining his accountancy degree, at the same time as taking on his various AKD responsibilities, this has been an amazing effort.

It is with sadness we say farewell to Cameron Percy. Cam has been at AKD for 15 years and he is leaving to take on a new challenge at Clearwater. Cam would have to be one of the hardest working individuals I know, his willingness to just get on with the job has been instrumental in AKD's development in contactless grading with Microtec. Cameron, I want to wish you all the best for the future!

Everyone, Be Safe please.