

# AKD Lumber Legends



CONGRATULATIONS AND WELCOME TO THE 20 YEAR CLUB



**THE SPLINTER**  
*EMPLOYEE NEWSLETTER*

Jul 2016  
–  
Sep 2016  
Edition 14



## AKD SOCIAL CLUB



We are relaunching the social club! We hope to join the Irrewarra, Colac and Maintenance clubs all into one big Social Club. If you wish to join the social club, please head into the main office and fill out a form. For just \$2 per week (*automatically deducted*

*from your pay*), you could be joining the Social Club and having some fun with your work colleagues. We hope to organise such events as cricket matches, beer and wine tours, bowling nights, family activities, speedway nights, movie nights, happy hour etc.

We are continually looking for new member's, event ideas or anyone wishing to become an organiser. The social club is completely separate to the "AKD company", and we are working through developing our own constitution committee structure and how we have elections.

Please let your supervisor know if you are interested in joining the committee. We would love to have you.

AKD Colac Social Club had a dinner and a few drinks at Culture Saturday 17<sup>th</sup> September. It was a very good turn out with 20 of the 40 members present and their partners. It was great to see a few new faces present for their first time, also representation from all departments and shifts. The next event will be Saturday December 17<sup>th</sup> at PTB for the end of year Xmas function, stay tuned for more details.



## NEW STREET SWEEPER CLEANING UP

The refurbishment of our street sweeper is complete. Since purchasing the sweeper truck, our mobile plant team has done a great job getting the sweeper unit operational with repairs and modifications to optimize and suit our needs.

The focus was to then prepare the vehicle for a respray & AKD logo's to make it a part of our significant vehicle fleet and also reinforce the professional manner in which we operate and maintain all of our vehicles and plant across both sites.

This project also represents our drive to continually improve our business, improve our housekeeping and by a simple innovation, we can save money and keep the work in house. From the initial out lay of purchasing the sweeper and refurbishments, total cost was under \$25k which is now saving upwards of \$60k per annum that we used to spend using a contractor to do the work.

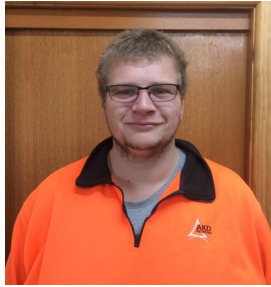
### ELECTRONIC PAYSLEIPS

For those not already receiving their payslips via email, please remember to email [payroll@akd.com.au](mailto:payroll@akd.com.au) from the email address you wish to receive your electronic payslips to. In this email please include your name and date of birth.

Any queries, please speak to your Supervisor.



# PEOPLE HELPING PEOPLE



I joined the Colac SES unit approximately 3 years ago and since then have gained a wealth of knowledge and experience that I would not have been exposed to in my current employment role. The Unit has offered me the ability to move outside my comfort zone and expand my knowledge base around areas such as operating chainsaws, emergency operation procedures, construction techniques and emergency rescue.



The SES doing its part to help raise funds for the Royal Children's Hospital Appeal

Our unit consists of approx. 40 members and we are kept quite busy during storm season with damage caused by severe weather and down trees. Our jobs can range from cutting up fallen trees over roads through to rooftop repair to damaged buildings from wind or trees. The Colac unit is also a Road Crash Rescue unit, which involves casualty extraction, first aid and close co-operation with fellow emergency services such as Ambulance Victoria and the CFA.

The level of training that is provided is fantastic and the team ensures that we are well prepared for anything that is thrown our way with weekly training scenarios that range from safety techniques to complex rescue operations. The SES places a high emphasis on safety and correct operating procedures, features that I have been able to see implemented through AKD, but also has changed the way that I approach situations within work and my personal life.

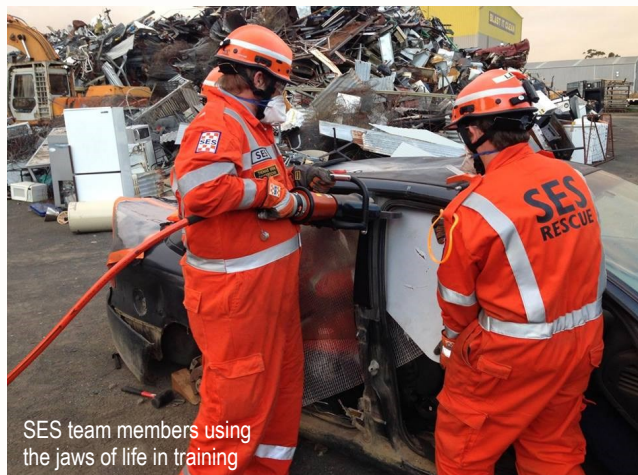


Stephen Pefanis using the chainsaw to clean up after a storm.

The SES also offers up opportunities for deployment to work side-by-side with other agencies within Victoria and interstate. Personally I have been involved in some really interesting operations, the most recent being the train derailment in Pirron Yallock. Overall the satisfaction that I have gained knowing that I am helping the community and the growth in my personal skillset has been fantastic. My involvement with the Unit will hopefully continue for a long time.

– Stephen Pefanis, AKD Systems Developer & SES Volunteer

*Editors Note: AKD Acknowledges and supports Stephen & the local SES. If you are interested in joining the Colac SES, speak to Stephen Pefanis, or drop by on Monday nights to the SES Unit, 87 Wilson St, between 7.30–9pm.*



SES team members using the jaws of life in training



Emergency services attending a road incident



# Rogue Boards

Planer Infeed	Grading Line	Stacker	Truss Manufacturer	Builder	RISK
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A rogue board is a “dodgy” piece of timber that has slipped through the grading process. By definition, it is a board with strength that is less than 75% of the design characteristic value for the grade.

AKD’s timber grading system is one of the most sophisticated and modern timber grading systems in the world, however, it is *not* perfect. Studies have shown that the probability of a rogue board getting through a typical timber grading system is around 0.20 % or 1 in 500.

Rogue boards that fail in the marketplace can have devastating consequences. There are cases recorded where the failure of timber has caused permanent disability and even death (often because someone falls through a roof when they stand on a piece of timber that breaks).



There are three key places where rogue boards can be identified and removed (downgraded) at AKD. They are the planer infeed, the grading line and the Dry Mill stacker. Beyond this point, we are relying on our customers (truss manufacturers, builders etc.) to identify and discard the boards that have ‘slipped through the cracks’.

As a supplier of structural timber, we have a moral and commercial obligation to ensure we do everything we can to prevent rogue boards from entering the marketplace. **To employees directly involved in AKD’s structural grading process – please be vigilant.**

“Rogue boards may break your bones, but wane will never hurt you!”

Please see your supervisor or myself if you’d like any further information.  
- Carl Angus, *Technical Manager*



Dave Levy, Wayne Lawson and Lionel Pevitt



Well done to Lionel Pevitt who won the Portland Pine AFL tipping competition.

Lionel is pictured with runners up Dave Levy and Wayne Lawson.

As you can see they mustn’t have picked Richmond very often, who they clearly follow, otherwise they wouldn’t have won the cash.

# Sawline 2017

**UPDATE**

PROJECT OWNER: John Browne  
PROJECT MANAGER: Craig Campbell  
PROJECT CO-ORDINATOR: Graeme Hall  
PROJECT DESIGN: Chris Turner

AKD Softwoods and USNR have entered into a contract for USNR to supply a new sawline for the AKD Colac site. The new sawline will be able to operate at speeds up to 150 metres a minute (as compared to 36 meters a minute as per our current line). The project justification is entirely based on improving conversion, and lifting recovery ie. More timber, less sawdust from the same volume of logs. At the same time it prepares the business for future growth and expansion in addition to reducing the risks of our current 20 year old sawline.

The contract is for the complete line from the log infeed decks to the board drop off points which feed into the existing Edger Optimizer and Greenchain. USNR are responsible for the equipment supply, PLC Control, Scanning and Optimization of the logs. The new line will consist of the following main machinery.

- 2 stage log deck with automatic under bark cleaning.
- New Quad log turner
- SOLI log positioning and infeed system
- A Reciprocating Reducer Quad Bandsaw system.
- A 12" Horizontal Shape Sawing Gang

The equipment from USNR is due to arrive from July 2017, in the meantime the project team will be getting all the infrastructure (buildings, utilities, civils etc.) ready to accept the equipment. Some of the works that have to be completed before delivery are;

- Lift and extend the Greenmill building.
- Design and construct new machine foundations 4.4m above the mill floor level
- Machine support steel including access platforms
- New residue conveying system (Sawdust to north of the mill by Christmas)
- Sawdust and chip conveyor chutes
- New operator control room and mill office.
- New MCC rooms
- Health & Safety and Risk assessments

The Sawdust residue system design has been finished with the sawdust relocation planned for Christmas this year. We are also hoping to get alterations to the green chain and install a new board step feeder at the Christmas break and also start the building alterations.

This is a significant and exciting investment for AKD with the intention to continue to improve our effectiveness and ensure the sustainability of the business and our jobs. The start up is scheduled for Jan/Feb 2018. We will keep you updated on the progress with photos of the new mill under construction.

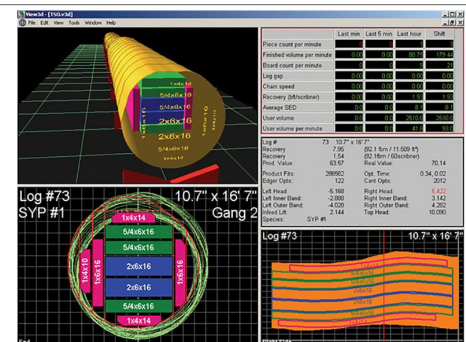
## Chipheads

- Two (2) Sided Canter Module with Conical Heads
- Mounted on 30 Degree Base
- Machine frame is fabricated from 1" plate with leveling bolts for maximum rigidity and stability.
- Each machine frame is fitted to round way bearings on a 30 degree angled base plate. This allows the chip heads to position in the optimum chipping zone based on log diameter. Also ensuring the maximum stability of the log.
- Bearings are double row spherical roller bearings mounted in self-aligning USNR cast iron arbor housing.
- Arbor shaft is 4150 steel, 138mm diameter.
- Auto lube is provided from the centralized lubrication system.
- Two (2) 125mm bore x 450mm stroke hydraulic linear positioners for chip heads with servo valves, filtration, and mounting clevis.
- Two (2) 150kW, 1000 rpm chipper arbor drive motors.
- Two (2) Vee belt drives from the chipper motor to the chipper head arbor including guard and chip cover.
- Lifting Lugs are provided for easy lifting.
- Mechanical safety lock out hooks are provided for knife change.



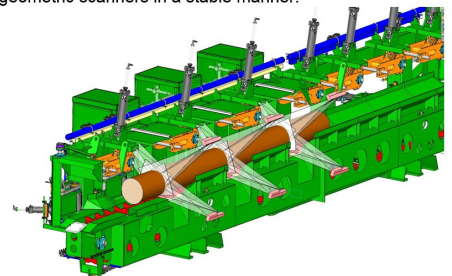
## Log Optimization

True Shape Optimized log



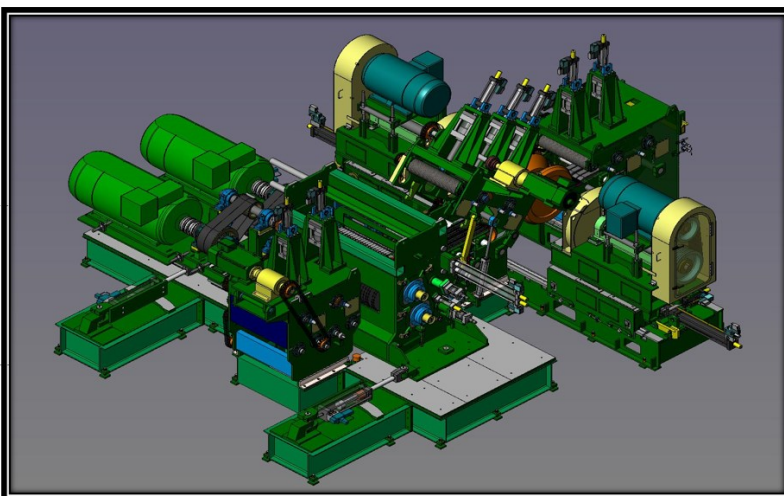
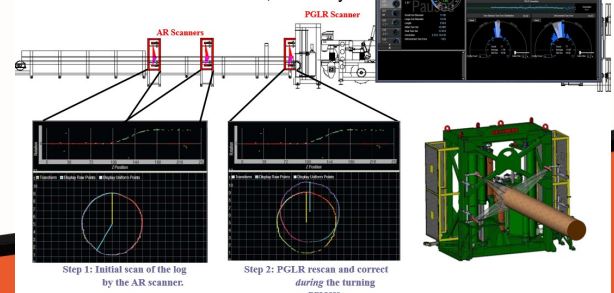
## Short Optimized Length Infeed (SOLI)

- The USNR SOLI Infeed centers and transports the log through the 3D geometric scanners in a stable manner.



## Precision Geometric Log Rotation

- The USNR PGLR rotation correction system ensures an accurate rotation angle
- Automatic turn error correction, on-the-fly.



**HORIZONTAL SHAPE SAW - HSS**

# GUESS WHO?

How many Lumber Legends can you see below in this picture?

*This photo was taken 1999, the last day of VicTree, before AKD took over.*



## SNAPSHOT

### LUMBER LEGENDS

**23**

Lumber Legends were inducted into the club this year

### LUMBER LEGENDS

Longest serving employee was

**Neville Spence**

**55 years**

### LUMBER LEGENDS

Longest serving current employee is

**Paddy Melville**

**42 years**

### LUMBER LEGENDS

**691**

Combined years of service on the night of the Lumber Legends Dinner

# Lumber Legends



After much planning, AKD effectively brought together their '20+ years of service' recognition dinner in early September this year. The event invited our longest serving employees and their partners from across our Colac, Irrewarra & Portland sites to enjoy a night full of surprises.

The affectionately dubbed 'Lumber Legends Club' received a mysterious summons in their mailbox in mid-August requesting their presence at COPPAC on September 9, dress code - cocktail.

***"The invite was a real surprise" - Paddy Melville, 42 years of service.***

As our guests arrived at 6pm sharp, they were welcomed by Sophie from 'Sophie Fisk Photography'. Camera ready to snap our well dressed workmates as they entered the hall decorated in AKD's signature orange and black colours. The night began with pre-drinks and canapés accompanied by a big screen slide show of photos from the years past to start the conversations flowing.

Once all 47 guests had arrived and were seated, our CEO Shane Vicary stole the stage to lead the presentations. After apologising for crashing the party, as he is currently 15 years off being an eligible 'Legend', Shane decided to kick off the night's entertainment with a strip tease. Thankfully after removing his jacket, tie and shirt, he refrained from removing anything else. Unfortunately underneath all this he revealed his true colours – a Hawthorn t-shirt (*Geelong were playing Hawthorn in a semi-final that night*).

***"He was the worst stripper I'd ever seen! Having said that, Trudy and I are really looking forward to next year" – Brett Williamson, 28 years of service.***

Surprised that nobody immediately left the building, Shane invited Director (and 35 year serving work college) John Hayden on stage to recognise our Legends with a framed certificate of appreciation, a set of encased Years of Service Badges and a choice from 4 specially chosen and engraved watches. As each employee collected their gifts, Shane shared some fun facts relative to the year they started at AKD, as well as some individual memories made.

***"The night was fantastic, the watch was a great surprise and I will be wearing my badges to future Lumber Legends dinners" – Warwick Hamer, 23 years of service.***

Shortly after dinner was served by local cafe and caterer; Gravity, songwriter, athlete and radio personality, Greg Champion entertained the group with some amusing antics. Greg had the Legends in hysterics with his musical humour on almost every football club and didn't pass on the chance to take the "pish" out of New Zealanders.

***"I thought Greg was very clever and I enjoyed that he didn't bag out Geelong" – Jo Foster, 23 years of service.***

As the night carried on our Legends let their hair down and had a boogie to Colac's 2-piece band 'The Vulkans' which was followed by desert and eventually a complementary lift home.

***"It was great to have an event where we could meet partners. It was also nice to recognise everyone was equal no matter their position within the company" – David McGinness, 23 years of service.***

AKD would like to take this opportunity to thank our dedicated and hardworking employees as well as their supportive partners and family members. We hope to continue this tradition annually and look forward to adding more and more Legends into the group.



The complete set of service pins, presented to Neville Spence for his 55 years of service.

## 2016 AKD Lumber Legends

09-09-16

### YEARS OF SERVICE

#### CELEBRATING 55 yrs

Neville Spence, joined by his wife Liz

#### CELEBRATING 40 yrs

Patrick Melville, joined by his wife Wendy

#### CELEBRATING 35 yrs

Neil Harris, joined by his wife Sue  
Peter Spence, joined by his wife Sue  
John Hayden (*Paula unable to attend*)

#### CELEBRATING 30 yrs

David McNamara, joined by his wife Donna  
Rodney Fridey, joined by his wife Christine  
Andrew Spencer, joined by his wife Debbie  
Bob Newton, joined by his wife Sharron  
Steve Baudinette, joined by his wife Lian

#### CELEBRATING 25 yrs

Jon Warton, joined by his wife Angela  
Brett Williamson, joined by his wife Trudie

#### CELEBRATING 20 yrs

Lionel Pevitt, joined by his wife, Ros  
Warwick Hamer, joined by his wife Kathryn  
David McGinness, joined by his wife Jacinta  
Joanne Foster, joined by her husband Chris  
Craig Henry  
Matthew Laity, joined by his wife Vanessa  
Craig Conway, joined by his wife Simone  
Simon Scott, joined by his wife Rene  
Warren Eysers, joined by his wife Rosie  
Ashley Britton, joined by his wife Fiona  
Wayne Rippon, joined by his wife Bronwyn

#### SPECIAL GUEST

#### CELEBRATING 10yrs SERVICE

Steven Simpson, joined by his wife Gaylene

# Lumber Legends







## CONTINUOUS IMPROVEMENT PROGRAM



### CONGRATULATIONS TOBY

Toby Pumpa is pictured with Rob Rule from Creswick Timber Training, after completing his Certificate IV in Timber Processing. Toby spent 12 months studying the business from procurement to sales, as well as management skills. Toby was grateful for the opportunity to enhance his skills and looks forward to applying those skills in the workplace in the future.

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### CONGRATULATIONS JONO

During mid last year, one of our Sales Account Managers, Jonathan Hill, undertook an 'Introductory to Mathematics' course through UniLearn. Completion of this course required a duration of 12 months which included 12 assignments and 1 final exam.

Along with full time work and a busy home life, Jonathan committed 6+ hours per week to complete this course online within the allocated time frame and achieved a High Distinction for all his hard work.

This course provided Jonathan with a refresher of the knowledge obtained during his VCE studies completed some years ago, leading him towards the opportunity to continue his studies in the future.

"I hope to begin a Bachelor of Business through Griffiths University either late this year or early 2017 and this course paves the way for me to be able to do that".

Jonathan would like to thank AKD for their support during this course and is excited to be a part of a company so clearly committed to the development of their employees.



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### CONGRATULATIONS LIAM

Towards the end of July this year, AKD Sales Manager, Liam Buchanan, undertook a seven-week course in Financial Reporting and Analysis. The course was primarily completed online with Liam only having to attend the Deakin Waterfront Campus for the final week of lectures. Whilst on campus, Liam attended classes each day from 8am to 10pm which was followed by a final exam and presentation.

"I met some new and interesting people at the course, from doctors to miners to not-for-profit companies, which gave me a great opportunity to network".

Although Liam has already received a pass for this course, he will still need to hand in his final 5000 word essay, which he is submitting late September.

Upon completion of this course, Liam will have contributed 1 of the 12 units needed to obtain his Master's in Business (MBA).

Liam would like to thank AKD for their support during this course and is looking forward to further studies.



# PEOPLE PROFILE—STEVE BAUDINETTE—COMMUNITY INVOLVEMENT



I have been involved with the South Colac Sports Club in some way or form since 1975.

I started at the club with a few of my mates from school at the ripe old age of 13, playing under 14 football.

From there I progressed to Senior football where I played over 250

senior games and was lucky enough to play in the 1997 Senior premiership, which we won, at 35 years of age.

During this period, I had stints at coaching the Under 14 and Reserve football teams also.

When I retired from football at the end of 1998 I became involved with the South Colac Committee for a few years and then I was asked whether I was interested in taking on the role as President, which I did for 4 years.

After that I took over the role as club Secretary for a further 4 years.

During this time my 3 daughters and son became involved at the Sports club playing Netball and Football

My son is currently playing Senior football at South Colac so I thought I would stay involved and have been the Team Manager for the last 4 years.

During my time as player and volunteer I have created some lifelong friends and have thoroughly enjoyed being apart of such a wonderful club.

- Stephen Baudinette, *Production Manager—Further Processing*



## CUSTOMER PROFILE



Barwon Timber is a Timber Merchant located in Geelong, Victoria. AKD has been supplying timber to Barwon Timber for the last 22 years and over this time our relationship with both our direct contacts and their company as a whole has grown significantly.

Barwon is currently consuming over 500 cubic metres of AKD pine every month along with other hardwood and products from other producers. To put this into perspective 500 cubic metres is around 12-14 full semi-trailers of timber.

Barwon was also the first Merchant in Victoria to swap over their entire pine stock to Termite treated pine. This was a bold move in a market so dependent on price, but one which is now beginning to pay off with more and more requests for Termite treatment in new buildings.



Over the course of the past 3 months, AKD has welcomed a number of new employees, and excitingly a number of newly created roles. We would like to take this opportunity to introduce a number of specific people as their roles will integrate across a number of departments.



**WELCOME ADAM LE GUERN**  
(H&S Co-ordinator)

Adam has commenced as the Health & Safety Coordinator at the start of September, reporting to Toni Kirkup. Adam is experienced in the Health & Safety arena and has previously worked in the Manufacturing Industry, therefore has an understanding and appreciation in

regards to the manufacturing environment and challenges.

This new role has been introduced to support the business to further enhance our health and safety practices and our overall goal of achieving a zero harm workplace. Adam will be out and about supporting our teams and providing a safe, but practical approach to help make our workplace even safer.

Outside of work, Adam enjoys spending time with his partner, daughter and bulldog. Unfortunately Adam is a Geelong supporter (so try not to hold that against him), loves the MotoGP & enjoys trail running – he has completed a marathon every year for the past four years! He also likes playing the guitar, although his bulldog is the only one that stays in the room when he starts to play it!



**WELCOME GORDON ROBSON**  
(Forester)

Gordon started with AKD in the middle of August, reporting to Neil Harris. He's a Forester that has worked in the past for Trimble Forestry, Elders Forestry, DSE (DELWP) and it's other names over the last 25 years.

During his career Gordon has been involved in native forest management and harvesting, native and plantation forest fire fighting, plantation silviculture, strategic and tactical resource management, flora and fauna management and forest certification.

Some career highlights throughout Gordon's life so far have involved flying in some beautiful places around Victoria and Western Australia whilst trying to either find lightning strikes or put out forest fires. In the 2003 Alpine Fires Gordon was the Planning Officer at Swifts Creek managing a team of 20 plus people on and off over a period of a couple of months to manage suppression tactics, strategy and resourcing of the fire effort.

Gordon is married to Narelle and have 2 children Grace and Sam. Grace was born in Sale and Sam was born in Albany WA, where both the kids would still be happy to live. Interestingly Narelle works at the Gordon TAFE, that makes Narelle's work colleagues giggle when ever they make the connection.

**WELCOME**  
**MARK SUNTJENS**  
(Business Analyst)



Mark has recently joined AKD in the role of Business Analyst and reports to Glen Darroch. Mark will be responsible for monthly management reporting, budgeting, forecasting and project evaluations.

Mark is originally from Roermond in the Netherlands but after an extensive career with KPMG and Shell, he now calls Australia home.

Mark currently lives in Geelong with his wife and two young children and is in the process of building a home in Torquay, so he is currently spending his weekends looking at colour charts and bench tops. We look forward to Mark making a big contribution to AKD.



**WELCOME MARK COSTOLLOE**  
(Training Manager)

Since early July Mark has been undertaking an extensive induction process into our business. He has gained insight and has been learning about individual roles, departments and the business as a whole.

Recently Mark has commenced his duties as the Training Manager, reporting to Clark Rodger. Mark brings great professionalism and structure to the function.

The Training Manager role is varied, with a focus on identifying the needs of individual roles, people and process then putting together

training plans/packages to meet these needs.

Mark has a passion for LEAN and Continuous Improvement, which will be incorporated into his role and function.

Mark is living here in Colac through the week and home with his family on the weekends with plans to move everyone to our beautiful town in the near future.

**WELCOME RICHARD SCHAFFNER**  
(Business Development Manager)

Richard worked for WESPINE in WA for 21 years; 19 as Business Development Manager and more recently, as Operations Manager. Richard is a Mechanical Engineer with broad experience in the sawmilling industry in both the south-east and in Western Australia. The newly created Business Development role at AKD will strengthen the strategic focus for the company as a whole. Richard will be working with people in all parts of the business on a diverse range of issues. Richard's technical background will also add depth to AKD's production, QC, product development and technical marketing efforts as the company grows its business in a very competitive market-place.

Outside of work, Richard is a keen pilot, swimmer, handyman and animal-lover. Over the last few years, Richard's wife Sue has watched with fascination as he and his crazy mates built and flew a two-seat aerobatic aircraft from a kit, while he was also renovating a house and wrestling with a busy job. The call-sign for the aeroplane is WCE – no prize for guessing which footy team he supports! Richard and Sue's 5 kids are scattered far and wide, and they have 5 grand-children.

Richard joins the AKD Leadership team and reports to Shane Vicary.



# WELCOME TO THE TEAM—New Employees

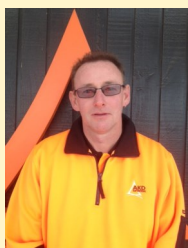
AKD welcomed these new employees in July-Sep 2016, and encourages everyone to make them feel welcome and work together to keep them safe.



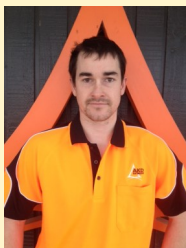
Tony O'Dale-Vriesen  
DMC



Sean McDonald  
ADM



Mick Ritchie  
DMC



Ash Robinson  
EWP



Mark Suntjens  
FINANCE



Mark McLennan  
DMC



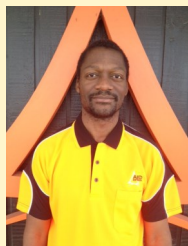
Jarrod Murnane  
GMI



Leslie McGinty  
SAW



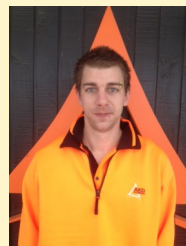
Gordon Robson  
FOR



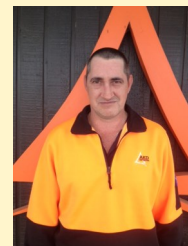
George Makotore  
DMC



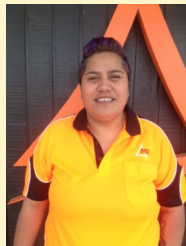
Dalkeith McCallum-Hanley  
DMC



Daylon Roeton  
GMI



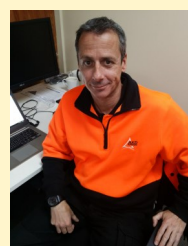
David Osborne  
CLE



Chaz Heremaia  
DMC



Adam Jacobson  
RMC



Adam Le Guern  
H&S



Richard Schaffner  
Business Development



Mark Costoloe  
Trainer



David Benallack  
GMC

## FUN FACTS



### FEELING OLD???

- Guns N' Roses was formed 31 years ago
- Scooby-Doo made his first appearance 47 years ago
- The movie E.T. was released 34 years ago
- Cyndi Lauper will be 63 years old this year
- The first Compact Discs were sold 34 years ago
- The TV series Laverne & Shirley started 40 years ago
- Elvis & Lynyrd Skynyrd died 39 years ago
- Pac-man was released 36 years ago
- The first Walkmans were sold 37 years ago

## Congratulations!

Congratulations to the following staff on reaching a milestone this Jul – Sep 2016

Chris	Parore	10/07/2006	10 yrs
Steven	Bennett	17/07/2006	10 yrs
Daniel	Heinze	14/08/2006	10 yrs
Shane	Vicary	4/07/2011	5 yrs
Chris	Gange	15/08/2011	5 yrs
Daryl	Smith	15/08/2011	5 yrs
Wayne	Lowen	22/08/2011	5 yrs
Taylor	Towers	8/09/2011	5 yrs
Neil	Welsh	19/09/2011	5 yrs

# A once in 100-year event for Colac!



For those of you that have lived in Colac for a long period, chances are that you haven't seen rain like we experienced on the 14<sup>th</sup> September in a long time (if ever). Many of you would have heard me complaining about how it never seems to stop raining in Colac (remember, I have come from the Mallee where we were lucky to see rain), but wow that amount of rain was incredible!

There were people and businesses around the area that have been affected by this event and I hope that they can get back to normal as soon as possible.

Although as a business we also were impacted, the response and involvement from our teams to get things up and running without too much disruption was outstanding and most importantly – **done safely!**

Everyone worked together to identify areas of high importance, actions were taken immediately to ensure everyone was safe and when possible & deemed as safe, the clean-up began.

It's times like this where people need to be recognised for their efforts and involvement.

**Great work everyone!**



## Tips for staying safe in floods:

- Keep up to date with flood information. SES web-sites provide regular updates.
- NEVER put yourself (or others) at risk.
- NEVER drive, ride or walk through floodwater, it can be extremely dangerous.
- Floodwater can be toxic, do not swim or play in it.
- If you have been advised to evacuate an area – DO IT, DON'T WAIT.

# Take 2



YOUR SAFETY IS WORTH IT

**T – talk**

Talk to everyone involved in the task – does everyone know what their role is?

Have you asked for assistance or advice if you need it?

**A – action**

Do you know how to undertake the activity safely?

Have you acted on any hazards that could cause you a problem?

**K – knowledge**

Do you know the procedural requirements for the activity?

Are you aware of the hazards associated with the task & area?

If you are unsure about anything, **STOP** and **ASK**.

**E – equipment**

Do you have the proper equipment to undertake the activity safely?

Is the equipment safe and fit for purpose?

Do you have the appropriate PPE for this task?

**2 minutes** to make sure you do  
**every job safely!**



Is YOUR  
safety worth  
investing

2 minutes of  
YOUR time?

We think it  
is!

This Splinter is focused on 'Our People' and how important they are to our business...it is a perfect opportunity to roll into the introduction of the Take 2 process.

Historically, the perception out there has been 'production at all costs'.....let me highlight that this perception has been in every business at some stage.

I want to make it very clear – **THIS IS NO LONGER** the case and we want to reinforce this by embedding the Take 2 process into 'the way we do business'.

We want you to take a couple of minutes to think about the task you are about to complete to make sure that you are doing it safely.

AKD wants everyone to go home the same way you came to work. We want you to be able to enjoy life outside of work.

**The reason we want you to be safe – EVERYDAY**

In 2013 there were **196** work related **fatalities**  
**31** of those fatalities were in **Victoria**  
**12** of those **196** were in the **Manufacturing** industry

**YOUR SAFETY MATTERS TO US**

# CEO CORNER

## with Shane Vicary



We had a fantastic night on the 9th of September celebrating and recognising our Lumber Legends. The night was just an absolute joy to be apart of. I think all the employees that attended had a great night and I personally felt very privileged to be part of the process of recognising this wonderful group who have significantly contributed to AKD, which has made this company the great success it is today.

On the night we had two special guests; firstly Neville Spence, who retired from AKD in 2013. Neville is actually our longest serving employee ever, he started in 1958 and worked at AKD until 2013. Neville had a lot of different roles at the company and was recognised as a hardworking and diligent AKD employee right up to his last day. We sincerely thank Neville for his loyalty, service and dedication that he had for this company. We felt it was fitting to recognise Neville as one of our first 'Lumber Legends'.

Another special guest was Steve Simpson who was also inducted into our Lumber Legends Club this year. Steve has recently retired from AKD for reasons outside of his control. We wanted to take this opportunity to recognise and thank Steve for his contribution. Steve's involvement in the kiln drying department has been huge, in maintenance, reliability and performance improvement. As Steve would say to me "the shareholders may own the kilns, but they are my kilns", quite simply all I can say Steve is thank you for your contribution to AKD and I wish you all the best in your retirement. I also wanted to give a big thank-you to Rachele who put in a huge effort organising the night and made sure it was a success and to Bree for providing our taxi service.

I think this has to be our largest ever "splinter", as such I would like to thank all of you who have contributed to this publication (and previous publications). What I particularly enjoy is reading about what happens outside of work, those who participate, compete, volunteer etc. in clubs, communities and organisations. Work life balance is so important for us all, it is recognised as one of the key contributors, to enabling people to avoid / manage stress. "We all work to live, not live to work", so get out there, get active, get involved.



Shane after his strip!

In this edition of the splinter we also make mention of our Colac Sawline upgrade. This project is a real commitment to our future by our Shareholders, because of your efforts. This new sawline will help ensure that AKD is and remains "**Internationally Competitive**". The new equipment will be built alongside our 20 year old existing line, minimising disruption to employees, customers & suppliers. The new sawline will be able to operate at speeds 5 times our current sawline, and with the latest scanning & optimising technology (7 individual scanners compared to the 1 scanner we have on our current line) and the associated equipment, we will be looking to reduce our sawdust and increase our timber production from the same input volume of log. This is effectively the basis of our financial and commercial justification, to create more revenue (ie. more timber) whilst keeping the input cost the same (ie. same volume of log). Our investment is about ensuring AKD has a **sustainable future**.

Finally I would like to welcome all of our new employees to AKD. I have just had my 5 year anniversary with the company and I am a very proud AKD employee, I love this place due to the fantastic people who I get to work with everyday. I am also very excited about the new roles that we have created within our company. We have welcomed Adam LeGuen our new H&S Co-ordinator, Mark Costoloe our new Training Manager, and Richard Schaffner our new Business Development Manager. I think these new positions and the skills these guys bring to AKD will complement our existing business, improving our company and making it an even better and safer workplace in the future.

Enough with the rain, bring on the warm weather and be safe!



Shane pictured above and below at the Lumber Legends night.