



THE SPLINTER

EMPLOYEE NEWSLETTER

Jan 2017 - Mar 2017
Ed.16





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2017 is a year we intend to try and make a steep change improvement in safety and wellbeing for all of our employees, in our pursuit of making AKD a zero harm workplace.

On the 9th of January the entire AKD team gathered bright and early for the first day back of 2017. A vibrant sea of orange could be seen gathering along Forest Street ready for a fresh start to the New Year. All of AKD's operations and activities were put on hold for the whole day, to allow everyone to attend and participate in the 'Switching on for 2017— Safe Start-up Day' at COPACC.



Our CEO, Shane Vicary started the day off by sharing with everyone where we have come from over the past 5 years and what we want for AKD in the future. He emphasised the importance of safety and **the fact that no production, dispatch, sales or maintenance activity was worth putting anyone at risk ever!!**. Shane then gave a presentation on the 9 key strategic areas of focus for 2017, with the underlying message that for "AKD to have a truly sustainable future" we must:

1. Be internationally competitive
2. Have high performing teams
3. Have a zero-harm workplace

Shane then went on to unveil the new uniform for all employees which features the new safety logo and slogan. This daily reminder of safety is an important addition to the shirts and it is great to see everyone already sporting their new uniforms and proudly showing off this new logo that is so important for AKD this year.



Rohan Sykes, the guest speaker (pictured above), then took the stage to share his story with all of us. A workplace accident left father-of-two Rohan Sykes in an induced coma fighting for his life with third-degree burns to 35 per cent of his body. Rohan now shares his story motivated by the notion that **'every worker should feel they are entitled to go to work and come home safe every day'**. Rohan emphasised that how we approach safety can affect not only each of us as individuals but also those around us at work and most importantly our family and friends whom we all want to go home to every day. Rohan's talk was incredibly powerful and left the auditorium at COPACC silent as he spoke about his accident and how easily it could have been avoided.

A short break for some morning tea and we were straight back into it with some fun with Mark Zampatti and Warwick Millard from the Corio Bay Sports Clinic. Split up into groups, everyone worked through presentations regarding health and wellbeing and how we can better our physical selves, to not only improve our physicality at work but also at home. Mark helped involve everyone in his session about fitness with a planking competition that saw employees go toe-to-toe in fierce competition, that provided everyone with a good laugh. Well done to the winners! We were all given great tips on how to maintain a fit and healthy lifestyle.

The 2nd session of the day was **'Building an elite team culture'** which was facilitated by Craig Biddiscombe and Mark Brady, where we were quizzed on our view of the current culture at AKD and encouraged to question it. Everyone was split into groups and then asked to identify what we see AKD's current culture as and also what our desired culture should be. We had to question what we must do to achieve our desired culture and also what we must stop doing to change the culture in a positive and progressive way.

It was great to see the current culture of AKD being displayed during the day and no doubt we will continue to see the culture improve with the help of the ECC (Employee Consultative Committee). A full group photo was taken after lunch which showed off close to 300 employees all in their new uniform, ready for a positive and safe start to the New Year.

A huge thank you to all involved with the preparations for the day and thank you to all employees for making the effort to arrive on time and actively participate in the day's events. AKD is incredibly proud of what we accomplished on the day itself and for what will continue to develop because of this day.

Always remember that the standard you walk past is the standard you set.



Quotes from employees:

"January 9th 2017, Switching On day exceeded any expectation I had. Seeing the implications of the importance of safety through Rohan's presentation for my fellow colleagues and myself will stay with me forever. I too gained great insight into the direction of AKD's culture and feel positive of where AKD's future is heading." – Mel Schultz, Forestry

"The safe start up day was a fantastic opportunity for the whole of AKD to collectively join together and say we want to work together to achieve a zero harm workplace, the guest speaker really hit home with his message about work safety, talking face to face with a person who has been through such a horrific accident really sunk in and also the unthought of things like not being able to see his daughter for 4 weeks cause he would not want to scare her was hard to fathom, "safety never takes a holiday" - Justin Hickey, RMC

"I have had some positive comments around the activities we did, the team building session got really good comments. One comment I received from a few people was that they were not sure about that session when it started, but by the end of it they really enjoyed it and could see a real benefit from completing the session." – Jon Warton, Admin

BEHAVIOURS THAT WE SHOULD NOT TOLERATE

- Dismissive
- Stubborn
- Not listening
- Disowning
- Not being accountable
- Not responsible
- Negativity
- "Can't Do" attitude

WHAT BEST DESCRIBES OUR CULTURE NOW

- Welcoming
- Friendly
- Improving through change
- Division in departments/shifts
- Cautious
- Mateship

OU
CULT

OU
TEA

OUR FUTURE OUR TEAM

BEHAVIOURS WE WANT TO DISPLAY

- Showing respect/care
- Caring for, and being considerate of fellow workmates
- Be honest and take responsibility
- Acknowledge others & celebrate achievements
- Be positive

TO BE A SUCCESSFUL TEAM, WE MUST BE:

- A truly safe place to work
- United / one team
- Respectful & Caring
- An employer of Choice







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Dispatch & Logistics Service Recognition

As we near the end of our inaugural service recognition across the business which started last year with the lumber legends club, we take a look at Dispatch as they receive their awards.

Service awards were recently presented to four of our truck drivers. This highly motivated group provides a great service, and is integral in showcasing and promoting our company both locally and throughout Victoria. Whether it's the cartage of chip to SPE, timber to our customers, as well as shavings to and Scheidl timber from Mt Gambier. This team is a dedicated group who take great pride in what they do for AKD. As well as looking after their trucks, they are fantastic brand ambassadors with our customers and our community.

Well done Stuart Hynes (15 years), Ross Maw (15 years), Rex North (10 years) and Donald Wheadon (5 years) as photographed above.

In December 2016, our Dispatch team also had the opportunity to recognise services of fork operators: Jason Dunlop (10 years), Jarryd Cranwell (5 years) and Ben Tate (5 years). Sharon Wilson was also recognised for her 15 years of service having worked across a variety of departments at AKD.

Well done to all and thank you to all these staff for your valuable contributions.

NEW ADDITION TO FLEET

In late March 2017 AKD introduced two new Scania R620 prime movers to our truck fleet. One is an addition to the timber fleet to enable growth in our own delivery capacity as our Sales continue to grow. The other prime mover replaces Stu Hynes and Kelvin Blake's shared prime mover used for chip haulage which has now done over 1.15 million kms. The old Scania R560 will remain in our fleet as an on-site tug supporting shuttle trucks and as a backup for front line trucks.

This is an exciting time for the transport fleet and brings the total number of trucks to 16, the number of Scania's to 9. AKD will be looking to grow this fleet further in the future and if you have interest in becoming a AKD truck driver, please make contact with Jon Warton. Training and support for licenses is offered.



THE APPRENTICESHIP PROGRAM

I am pleased to report that the AKD Apprenticeship Program now consists of 15 apprentices, 6 of which have commenced since the start of 2017.

Pleasingly, 5 of the 6 new apprentices have been internal appointments. This is a credit to their hard work and demonstrated commitment to their career at AKD and their willingness to put their hand up and go for the opportunity.

In addition to the 15 current apprentices, we congratulate both Tristan Akehurst and Chris Dix on the recent completion of their Certificate III in Engineering- Fitting and Machining and to Jed Craig on the completion of Certificate III in Electrotechnology. Well done guys!

Tristan, Chis and Jed all came from internal production roles and have showed great work ethic and commitment to complete their Apprenticeships. AKD would like to encourage any AKD employees who are interested in apprenticeships to watch out for future opportunities. We prefer to recruit from within the company, and we see apprenticeship opportunity to be suitable for everyone (despite your gender or age).

Our current Apprenticeship Program consists of the following employees:

Saw Doctors	Wood Machinists	Fitters	Electrical
Andrew Marwood	Ben Jenkins	Daniel Williams	Craig Cooper
James Wood	Scott Haslem	Matthew Barry	Shaun Martin
Nicholas Smith	Brendan Gerard	Shane McKenzie	
	William Atkinson	Sam Perkins	
		Jason Davis	
		Aidan Barrow	

It is exciting to see the quantity and level of employees progressing across our organisation, and I have no doubt that the continued investment in, and development of, our people will continue to build on our fantastic culture and team.

- Mark Costoloe, Training Manager



LOGS ABOARD THE A-DOUBLE

Beginning in February, Fennell Forestry commenced cartage of sawlogs on an A-Double trailer to AKD Irrewarra. The gross weight for this load came in at 77.40 with a nett weight of 50.60 (6.1's), compared to a B-Double which came in from the same Oneyfortyone Plantation which grossed in at 67.10 and a nett of 45.56. The A-Double has a Gross Combination Mass of 85 tonne; however VicRoads enforces a mass limit of 78.5 tonne. The travel and loads of the vehicle is monitored via an IAP (Intelligent Access Program) to ensure the vehicle is operating as permitted. This monitoring doesn't occur on other vehicles.

It was an impressive site seeing the A-Double coming into Irrewarra with a length of 30 metres and truck and trailer combined being an 11 axle vehicle. To stay within the 30 metre length, Fennell Forestry were required to purchase a "cab over" prime mover.

For all you truck enthusiasts the Static Rollover Threshold must be low as the centre of the load must be lower to the ground to reduce risk of vehicle rollover and increasing stability. The A-Double tracks better than a B-Double (doesn't take up anymore lanes when going through a roundabout or around corners). These Prime Movers must have the latest technology which means better braking systems. Once empty, the A-Double folds up to a semi-trailer configuration.

Prior to the manufacturing of this configuration the specifications proposed were required to go through a stringent Performance Based Assessment which established how safe the vehicle will be on the road. This has been close to a 2 year process.

Since deliveries started via the A-Double on the 1st February AKD Irrewarra has received total tonnes of 1523.09 during the month of February, 2017

It is this innovative approach to transport that enables AKD to economically bring logs from South Australia to Colac, and vehicles like this make our roads safer as they lead to less trucks on the road and the technology required on a truck like this makes it incredibly safe.

- Mel Schultz, Forestry Information's Systems Co-ordinator





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AKD Lumber Legends



20 years and still smiling

Congratulations to Michael Abbot on achieving 20 years' service at AKD.

Mick started his career in the Timber Industry as a 19 year old way back in 1997 at Victree Timber Products (now known as Irrewarra Sawmill) which was acquired by AKD Softwoods in 1999. Mick's work ethic and commitment and skills were evident right from his first day.

Mick's first 2-3 years were spent in Dispatch involved in truck orders, stocktakes etc before moving into a production based position. Mick performed numerous duties during this period including working at the stacker and cleaning and changing chipper knives during the mill lunch break. Mick worked diligently in the Irrewarra sawmill for over 17 years.

Mick was then offered a role at the start of 2016 in Colac with the EWP department working on the outfeed of the Paul Docker, Linares moulder and the Finger Jointer.

During time away from work Mick has numerous hobbies which include golf, basketball, playing competition pool and keeping himself fit at the gym. Mick is also a keen Geelong supporter and often travels down the highway to watch the Cats play.

Mick is a very reliable and much respected part of the AKD team, and will be proudly inducted as a member of the Lumber Legends Club later this year.

He is a very punctual and a loyal employee with fantastic attendance record. This reliability makes Mick a true asset to AKD Softwoods.

Thank you Mick for all your hard work and loyal service.

- Steve Baudinette, *Production Manager—Further Processing*



CONGRATULATIONS!

Congratulations

One of Life's True Gentleman Clocks Up 20 Years

Congratulations go to Pahulu Maea who clocked up 20 years of service with AKD on the 3rd of February 2017.

After relocating from Tonga to Australia and working numerous jobs throughout the country for approximately 10 years, Pahulu started his working career in this area with Calco Timber in the old hardwood sawmill. After a few years Pahulu began working for Victree (now known as AKD Irrewarra Sawmill) in 1997 pulling timber off the round table in the days before AKD installed the stacker and sorter.

AKD were lucky enough to inherit Pahulu when they took over the Victree operation in 1999 as a relief Kiln Operator where he was fast becoming a senior member of the team.

Around 2002 Pahulu transferred to the Colac Drymill. This was about the same time that Heat Plant 2 was being built and Kilns 9, 10 and 11 were commissioned.

Once at Colac, Pahulu became a Leading Hand as well as a relief Kiln Operator and when a position became available took on the permanent role (sometime in 2008) and has been in the Kilns ever since.

Pahulu was on duty when one of the then new Mahild kilns burnt down but I'm assured it was not his fault (at least that what he tells us).

Pahulu is one of those rare individuals that is always smiling. I am yet to meet anyone that has a bad word to say about him and I know that he is well liked and highly respected not only throughout AKD but also throughout the Colac community.

On behalf of everyone at AKD thank you for the last 20 years and I'm positive that everyone who has anything to do with you looks eagerly forward to the next 20 years.

The guys at Irrewarra wanted me to ask you about the story behind the pillow, but I'll let you explain that one to people personally.

Thanks again Pahulu for your positive input and enjoy your night at the Lumber Legends Dinner later in the year.

- John Browne—Operations Manager

Footnote: - Credit must go to our resident historian Jeff Clark for providing most of the back ground information on Pahulu.



2017 SAFE S



START-UP DAY



SNAPSHOT

SALES



The current sales price for framing has not improved since
1994

DISPATCH



Average loads per day:

Feb 16—**36**

Feb 17—**38**
(a 5% increase)

PURCHASING



48,095

Welding rods used by the Maintenance team over the past 12 mths

DRYMILL



On 13/02/17 the Drymill afternoon shift set a new piece record with

33,380
pieces.

TRUCKS



Total km travelled by all AKD trucks
In the month of Feb 2017

115,000km

HR



Average employee age

40

FUN FACTS



- Wedding rings are worn on the left hand because it's the only finger that has a vein connecting to the heart.
- It is impossible to lick your own elbow.
- Leonardo da Vinci could write with one hand and draw with the other at the same time.
- Did you know your nipples are in line with your ears.
- It is physically impossible for a crocodile to stick its tongue out.
- In a deck of cards, the king of hearts is the only king without a moustache.
- Graffiti is the Italian word for "scratched drawings".
- Placing a piece of charcoal or chalk in a toolbox prevents tools from rusting.
- Forcing yourself to smile when you're sad will actually elevate your mood.
- Honey is the only food that does not spoil.
- On average, women say 7000 words per day. Men manage just over 2000 .
- You burn more calories sleeping than you do watching television.
- Coca-Cola would be green if coloring wasn't added to it.
- You cannot snore and dream at the same time.
- You tried to lick your elbow didn't you?

Forklift Induction Process

I would like to thank all our forklift drivers for their support in rolling out the new induction process for new forklift drivers.

We now have a truly supportive mentoring plan in place to ensure all our new drivers not only have a clear plan to develop their skill sets but also operate in a safe and professional manner.

Some feedback from new forklift drivers who have undergone the induction:

"Being new to AKD and having gone through similar forklift inductions for other companies, I thought AKD's matches up to the others I have done and is structured well." - Greg Moorfoot, DIS

"Site wide understanding of expectations, product and forklift information, rules and responsibilities was a great support in coming into my new forklift driver role from my basic forklift licence."

"Development of required task mentoring plan helps to ensure all tasks are clearly understood and trained." - John Stephens, EWP





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Depression
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Raising Awareness

Ben Swanson from our finance team has started a campaign to raise awareness of suicide, depression and anxiety by pledging to shave his head once he raises \$3000.

"I am pledging to shave my head completely bald to raise awareness. The link I'm hoping to make is that if I can walk around with an awkwardly bald head, I'm hoping that I can send the message to anyone that may be struggling with anxiety or depression or just genuinely struggling that it should be easy to have what seems to be an awkward conversation. So whether it be with a stranger or someone close to you, you simply must have that conversation! There is always someone to talk to that will listen."

Ben has started a GoFundMe fundraising campaign and once he reaches the \$3000 target, Ben will donate the money to Beyond Blue and shave his head.

We are very proud of Ben's courageous campaign and applaud him on raising awareness on something that we all should be not afraid to talk about.

If you are having a hard time of late, or struggling in day-to-day life, please contact Beyond Blue 1300 22 4636.

If you would like to donate to this amazing cause, please visit:

<https://www.gofundme.com/6h3fq7-suicide-awareness>





The spirit of the 24th annual Wood, Wine and Roses festival hit Heywood on February 25th and the staff of Portland Pine look forward to this each year. This year, as in previous years, our despatch driver, Kelpie (Brendon Sharrock, pictured left), lead the charge in the festivities by driving the company truck (Scania R620) in the grand street parade. Portland Pine Products is located in Heywood, Victoria and this opportunity to connect with our local community is something Kelpie looks forward to every year when he see the excitement on the faces of children as he drives past, tooting his horn.



On the 23rd February, 2017 Shelton's Timber Treatment did their "Safe Start Up Day". The team expectations were exceeded by the format, detail and presentations. "To hear that safety is the companies first priority above all else was pleasing and knowing that our company cares more about us as individuals and employees, than it does about production is comforting."

For us to learn and think about the culture of our work place, both how it is now, how it can improve and what we expect of new comers to our team gave us food for thought and the realisation that others have the same values we do.

We identified that we pride ourselves on being:

- Helpful to each other
- Inclusive and Happy
- Flexible in our work
- As well as multi skilled and all do our fair share of the work load.

The feedback from the morning was really positive. Signs have been posted around the site showing the outcomes, as we look to embed the culture we are after.

- David Shelton, *Manger*

In order to be a Helpful, Happy, Flexible, Multi skilled & Productive team, we don't accept people that:

- Use Drugs at work
- Are negative and cynical (eg, people that don't want to change or criticise people behind their back)
- Doubt others (eg, people that shut down other people's thoughts, views or ideas)
- Disrespect Authority
- Leave issues or problems for others to report

Above: signs placed around our site, showing outcomes from the teambuilding workshops.



Right: Our team with the new uniforms presented on our 2017 Safe Start up Day.



PROGRESSION AT JELFOR

In our continual efforts to improve our site housekeeping and to better utilise the space available we are currently in the process of removing an old sawmill line that is on site. This line has been idle for quite some time (as per photo's below).

We have done this with our own maintenance team who removed all motors and gearboxes that were in working order and the rest was sent to the scrap metal recyclers. Once it has all been removed this space will be used for air drying our posts.

At present the majority of our posts are steam dried using a gas fired boiler. We are looking at trying to "air dry" more of our stock which saves us from having to steam our posts and hence save on gas costs. Air drying can take from three to six months depending on the weather conditions.

Another key focus has been on improving our product quality. Sharing information between with our Portland Pine colleagues has seen significant improvement in post finish quality. This is an example of how we can benefit from sharing information between the Post and Pole sites. This is just the beginning of what we can learn from each other.

Recently we have replaced the old signage on site with the new Jelfor Logo which has the same style and colour scheme as AKD. Our two trucks have also been updated with the new logo. Employee uniforms have also been changed to orange and black consistent with other AKD sites.

The site housekeeping standard is improving all the time and is a credit to all the staff. The challenge is to continue to improve.

- Jason Biddle, *Site Manager*



REMOVAL OF OLD SAWMILL AT JELFOR SITE



MY Personal JOURNEY

with Shelli Catterall



22 weeks ago I took the plunge and finally decided that I was ready to make a life long dream of mine come true.

I have always loved being fit and seen myself in the health and fitness industry somehow. Besides the fact that I love my food and chocolate, I need to be able to do both. I called in the big guns, Ebony Reynolds (personal trainer). I was her first client to get stage ready for the ICN Rising Star Rookie of the Year.

After talking to Ebony she wrote me up a meal and gym plan to get me started. My calories started at over 2000 a day with plenty of food.

I stuck to the gym 6 days a week, sometimes up to 2 hours a day. I had days where I wanted to quit and days I just cried (and days I occasionally cheated... I caved some days with food). I did get a little moody towards the end and I do apologise to my work mates for this. This journey has not been easy. Work 10 hours a day, gym and home life has been pretty full on. To be honest, I've been tired for 22 weeks now.

I did very little cardio and a lot of weights. Gym becomes an addiction. Weekends I get up at 5am just to go to gym. My life was revolving around my goals. My 3 kids have been my biggest fans, and very patient with me, also telling me off when I would eat something I shouldn't be.

Finally March 5th came around and it was show time! I was so nervous when we arrived, looking around at my competition, It was very confronting, I was nervous, but once you get tanned up, hair, makeup and squeeze into the bikini and heels, I just felt amazing. I couldn't believe they transformed this timber worker into a bikini model. Even I was in shock and still am. My categories were: *Rising star bikini model momma* & *Rising star Bikini model 30+*. I felt so relaxed on stage, it was the most amazing experience once I was up there. I had fun showing the judges what I had worked hard for. And competing against so many other woman who all looked amazing. I feel blessed to have had twins and can transform myself this much. I won 4th place in both my divisions. I was in shock when my number & name was called. I wasn't in it to win it...I did it to prove to myself I can and face a few personal fears of mine. I didn't expect to place at all. I feel on top of the world and I'm now thirsty for more. Post comp, I spent the day eating mostly sugar. One more day of free eating then I'm back to the gym and my chicken & vegetables.

I hope to inspire other people. It has been the best experience. I loved every minute of it. Even my son and sister are looking into it, which makes me feel so proud.

Follow your dreams. Its never too late. Age is just a number. I am proud to be 40 and have achieved this.

- Shelli Catterall, TTP





The 2017 Otway Trail Run/Walk was held on Sunday 19th of March this year, with an impressive group of the AKD family participating in the event. The sunny Sunday morning saw more than 160 entrants, not counting the dogs, with 15+ being AKD employees. As a major sponsor of the event, it was great to see so many of our employees wearing the 'team AKD' top proudly, whilst being active and supporting our community.



This year was much like previous years with a choice of a 16km run or 7km run/walk. We had two 'over-achievers' who successfully took on the 16km trek, Admin's Paul Corkill and Dry Mill's Liam Power.



Our other, saner employees, took on the 7km challenge along with their friends, partners, children and pets (pictured top left), with our very own Carl Angus placing 3rd overall.

The fundraiser was held by The Rotary Club of Colac who will put all the proceeds from the run back into our local community.

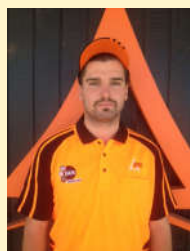
Congratulations to everyone who attended and represented AKD in this event, hopefully we will see more familiar faces joining us next year.



New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Jan-Mar 2017
and encourages everyone to make them feel welcome and work together to keep them safe.

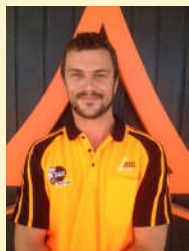
New employees are encouraged to ask a lot of questions, so please help them out..



Billy Delawarre
DMC



Kenneth Thompson
GMC



Todd Loving
GMC



Peter Jones
DMC



Kyrrah Howell
ADM



Nick Stokes
DIS



Steven Luppino
DMC



Justin Bowen
DMC



Nathan Milverton
DMC



David Anderson
DMC



Rhys Kelly
EWP



Gerrard Lamaro



Ashlyn Cameron
DMC



Simon Foxcroft
DMC



Matthew Kent
DMC



Frederik Bierings
DMC



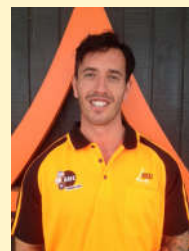
Shaun Martin
ELEC



Stephen O'Dowd
RMC



Hayley McNamara
ADM



James Harwood
DMC



Michael Shadforth
RMC



David Atherton
RMC



Julian Welsh



Chet Kensit
DMC

Congratulations!

Congratulations to the following staff on reaching
a milestone this Jan-Mar 2017

Pahulu	Maea	3/03/1997	20	KIL
Michael	Abbott	17/02/1997	20	EWP
Thomas	Kilby	29/01/2007	10	R/M
Daniel	Williams	22/01/2007	10	R/M
Michael	Coutts	28/02/2012	5	DMA
Daniel	Anderson	30/01/2012	5	R/M
Clark	Rodger	16/01/2012	5	ADM



Introducing the SIG



The Health & Safety of our employees is integral to the success of our business, but safety does not happen by chance. We need to drive this **EVERYDAY** and **EVERYONE** has a part to play.

To assist in driving our day to day safety, we have introduced an AKD Safety Improvement Group (SIG).

SIG members will be actively involved in risk assessments, safety observations, communicating safety information & updates to their teams and being involved in safety initiatives.

Please speak to your SIG member if you have any suggestions on how we can make AKD an even safer place to work.

Health & Safety Representatives (HSRs)

Back Row (L-R): Preston Alley GMC, Lawrence Missen GMC, Daryl Lawrence EWP, David Te Kiri Tuwairua DIS

Front Row (L-R): Aaron Townsend DMC, John Dunlop TTP, Darcy O'Borne DMC, Adrian Ohrwalder GMI, Ben Phillips GMI

Absent: Ralph Hossack FOR, Tristan Akehurst RMC, Ian Gill, KLC



Another milestone reached!

Our Forestry Department has reached 1 year Lost time Injury (LTI) free - what a fantastic effort!

Our forestry department has some hazards that we cannot influence - wildlife (snakes, leeches and everything else), weather and rough terrain to name a few!

We celebrated this success by enjoying a BBQ lunch at Kawarren.

Thanks to all of you for making a personal commitment to keeping safe, working as a team and looking out for each other - well done. We look forward to another safe year ahead!





Following on from our 'Switching on for Safety' day....

A big part of the Switching on for Safety day was to highlight the importance of keeping ourselves healthy & active.

Keeping healthy & active not only reduces the risk of workplace incidents, but allows us to enjoy life and those things we like to do outside of work too.

YOUR health matters to US!

Being healthy can help to reduce the likelihood of chronic disease such as type 2 diabetes and heart disease.

Do you know that being healthy also:

- improves your fitness therefore can reduce manual handling related injuries,
- makes you more aware & alert, and
- makes you more resilient against illness.

Tips:

Drink more water – our body is 90% water and needs water for almost every function. Many of the aches & pains, headaches and other symptoms we experience would lessen if we just drank more water!

Get active – our bodies were made to move. Your heart is a muscle that needs movement to function optimally. Remember – exercise to energise!

Eat more fruit & veg – most Australians do not eat enough fruit & vegetables. We should be having 5 kinds of vegies and 2 kinds of fruit every day for good health.... are you?

Sleep – approximately 35% of people are sleep deprived. This can have a huge impact on your health – get good quality sleep!



No measuring tape handy?

No worries.

You can use these clothing size tables as an approximate guide to work out your waist measurements (remember to measure your waist at your navel).



Women's clothing and waist size*

Clothing size	10	12	14	16	18	20	22	24
Waist (cm)	81	87	93	99	105	111	117	123
Waist (inches)	32	34	36½	39	41½	43½	46	48½



Men's clothing and waist size*

Clothing size	S	M	L	XL	XXL	XXXL
Waist (cm)	91	99	107	115	123	131
Waist (inches)	36	39	42	45	48½	51½

Healthy Intermediate risk High risk

*Sizing and measurements are a general guide only.



diabetes victoria

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CEO CORNER

with Shane Vicary

What an action packed start to the Year, we are already 3 months down with Easter and Winter almost here. I am really proud of where we are at as a team, we are ahead in some areas and behind in others, but its how we, as a team, continue to stand up to the challenges that we face, that is most important.

The safe start-up day was awesome. I loved the opportunity of seeing everyone together as one team, and the opportunity to commit to each other about improving our safety and improving our culture. Its not just on AKD as a company, its on all of us as individuals. We have seen a reduction in the incidents this year compared to last, which is great, but we are still injuring people, so more work and effort is required, from all of us.

We have our Colac sawline project well and truly underway with a large hole excavated at the log infeed where the new log infeed will go, and the new gangsaw out-feed is already installed. We have signed a contract with BDH (keeping it local) for the building extension, foundations, equipment pedestals and platforms, therefore visible activity over the next few months will really step up. The equipment is being manufactured in Canada and the US and will be shipped to Colac in July/August and we will start installing in October — first logs being processed in November/December.

This project has been underway for over 4 years now and is exciting for AKD, as it meets one of our key business requirements; to be **“Internationally Competitive”**. We will soon have one of the most modern sawmills in the world, with first class equipment able to recover timber at conversion rates potentially better than our toughest competitors. The new sawline will be a great new tool for our sawmill team who in my opinion already are a **“high performing team”**, and our new line (and project) is being designed with safety at the heart of the project, as we pursue a **“zero harm workplace”**.

Last month I got the opportunity to show our truck drivers through the Colac site (sawmill, maintenance and drymill) following their service recognition BBQ. As always, I really enjoyed spending the time with this dedicated team, a great group who promote AKD everyday and also provide a great service. We have recently purchased 2 new trucks and a new trailer as we look to expand our trucking enterprise. Our willingness to invest in additional trucks is due to the quality and commitment of the drivers we have today, and the drivers who have worked for us in the past.

For me I take great pride in congratulating Mick Abbott and Pahulu Maea on becoming “Lumber Legends”. 20 years service is a fantastic effort. Mick and Pahulu - we certainly appreciate your service and I look forward to celebrating with you at the next Lumber Legends function later in the year. Both of these guys in my opinion, are strong contributors to what makes AKD a fantastic place to work; they are both hardworking, personally accountable and always friendly.

I also want to congratulate Tristan Akehurst, Chris Dix and Jed Craig on completing their apprenticeships. Well done guys! These guys came from the greenmill and drymill and following the past 4 years of hard work, they are all now fully trade qualified. I am personally really proud of what they have achieved. They are considered by their workmates to be highly skilled tradesman and again represent everything that is great about the AKD culture. If you are considering an AKD apprenticeship in the future, these guys are great role models and if you want someone to talk to you regarding the apprenticeship process, then you cant go past Tristan, Chris or Jed.

I would like to recognise Shelli for sharing her amazing journey and accomplishment. What I really like about Shelli's story is some really simple parallels we can apply to AKD. Shelli had a goal. She was committed to her goal. She got past the distractions and tough days due to dedication and determination and at the end she “celebrated success”. Awesome job buddy, you set a really high standard for the rest of us.

I think my last few words for this splinter should be about safety and family. From our Safe Start Up Day I took away a couple of key points that have stuck with me from Rohan Sykes who gave us the presentation on his personal experience. It really made me think of the consequences of our actions/inactions are not just to the individual, but also the family. In Rohan's example someone else's decisions (shortcuts) had horrific consequences for him. So are you living safety at work and at home? Do you take shortcuts? Do you take risks, for example, do you speed on the road? Use unsafe equipment in your shed (lawn mower, angle grinder, ladder, chainsaw etc.) **Safe at work and safe at home!**

My last point is the one you guys raised, one of the key themes you wanted to work on was **“personal accountability”**, less blame, less excuses, just more people taking responsibility. So my question to you is, how do we all improve? If we are united and we care, then how can you be more personally accountable?