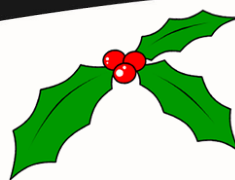




THE SPLINTER

EMPLOYEE NEWSLETTER

October 2017
-
December 2017
Edition 20



Hopefully Santa brings 2 new sawmills for AKD



As you will be aware AKD announced last week that it is in advanced negotiations with Carter Holt Harvey (CHH) for the purchase of their Yarram and Caboolture sawmills. This is not yet a “done deal”, but we are working towards an agreement.

This is a very exciting time for AKD and this possible acquisition provides us with the opportunity to expand in our core business of sawmilling across Victoria and into Queensland. These proposed acquisitions provide us with a greater range of products to offer our existing customers and provide AKD with access to new markets and customers. Our existing operations should not be impacted by these acquisitions, in fact, we believe that they will enhance our future and provide growth and stability to the company.

AKD was represented on the Caboolture site at the time of the announcement by Shane Vicary (CEO) and Liam Buchanan (Sales Manager) and at Yarram by John Browne (Operations Manager) and Clark Rodger (HR Manager), whilst David McGinness (CRO) and Glen Darroch (CFO) made the announcements at the Colac and Irrewarra sites. The Yarram and Caboolture sawmills are well run, and we believe this is due to the teams that are on those sites. It was important for us to be onsite and introduce AKD to these potential new employees. As much as we are acquiring the physical assets of these 2 sites, we are gaining two new teams. We were very impressed by the employees that we met on the day.

To get to this point of negotiations it has taken a massive effort from a multi-department team made up of finance, sales, information technology and business information personnel supported by external legal and finance advisers. Should negotiations be successfully completed we will move into a transition phase, as we prepare for a transfer to AKD ownership.

Leading up to handover there is a lot of work being done to prepare, such as purchase and install new business systems, train new staff and establish relationships with new customers and suppliers. This will take significant time with our IT, Finance and Sales team members so please keep this in mind when making any request in the next few months.

Whilst these potential acquisitions may not be delivered for Christmas they do present a fantastic opportunity for the company as we enter a new year and a new chapter in the great story that is AKD Softwoods.

- David McGinness, *Chief Risk Officer*



Pictured above is the Yarram sawmill



Pictured left is the Caboolture sawmill entrance





THE SPLINTER

EMPLOYEE NEWSLETTER



Ian Gill Hits 20 years

Congratulations to Ian (Gilly) Gill who on the 10 of November 2017 celebrated 20 years of service with AKD.

In the early days Gilly worked in the Greenmill but soon saw the light and moved across to the kilns where he has worked since.

Gilly has been instrumental in setting up the Kilns SOP's and has contributed significantly to safe operations in the area with the identification and elimination of hazards. Ian is a knowledgeable operator who is always offering advice on how we could improve our operations.

Gilly has many interests outside of AKD which include Shooting, Cricket and fishing.

Some people may not know but Gilly is a very proficient Field and Game shooter, it is funny though that his handicap does seem to blow out just before the National shoot each year but that could well be a coincidence (sorry Gilly).

Gilly has also worked on fishing boats and has many scary stories about wild seas in Bass Strait which can be a particularly dangerous section of ocean.

Cricket is also a great love of Gillys and although he has stopped playing (Scotty still says you look fit enough and should be out there) he still finds the time to umpire when he is not working weekends. Some people have pointed out that Gilly's service to AKD is now greater than his batting average but I wouldn't say that Ian because that would be cruel.

On behalf of all of us at AKD congratulations Gilly on a terrific achievement and we look forward to your next 20 years!

Thank you for your service and commitment Gilly.

- John Browne, Operations Manager





Bruce Hall Turns 70!

It's hard to believe but Bruce Hall (Cleaning Team Leader) has recently celebrated his 70th Birthday.

Bruce celebrated his birthday with a surprise party organized by a few of his workmates which was truly a surprise thanks to some clever planning by Lawrence Missen (Misso), who also did a great job of keeping Bruce up way past his normal bed time. Some creative little white lies were told to ensure Bruce and his Cleaning team did not work the Saturday night of the party with a few people on Site wondering why the technicians were pulling the scanners apart that weekend when there was nothing wrong with them!

Anyone that has met Bruce knows that he is an interesting character who likes nothing more than a good laugh and a "stir".

Bruce worked for Ford for 23 years before coming back to Colac to run his Sister's farm after his Brother In-law passed away. Bruce considers his 23 years at Ford as one of his greatest achievements.

Bruce is also a certified hero after dragging a person from a burning car at Ondit. Bruce was awarded the Bravery Award from the Governor General which he was later told was the second highest award that could be awarded in Victoria.

Apart from having a few quiet drinks and following the races Bruce really is AKD through and through. Bruce got some advice from his father that has stuck with him and is apparent in the job he does, "Do your job well and they will leave you alone".

I think everyone would like to be as fit and spritely as Bruce at 60 let alone 70! Before writing this article I actually viewed Bruce's Drivers License and I can attest that he is really 70!

So happy birthday Bruce from all at AKD and may all your horses run faster than the tips I give you!

- John Browne, Operations Manager



Enter to Win



WIN \$200

Help us rename the newsletter

With AKD's focus on safety,
should our newsletter be renamed?

Put your creative hat on and submit your
newsletter name ideas to your Supervisor
or email ea@akd.com.au
by January 31st, 2018.



* Top 2 entries/idea's will win a \$100 Coles Myer gift
voucher each, and the winning entry will receive a \$200 voucher.

A FRESH START

- TIME TO RENAME THE NEWSLETTER -

With AKD's commitment to Health & Safety, and our team striving for zero harm in the workplace, is "The Splinter" an ideal name for a company newsletter? We think its time for a change. We need a newsletter name that will represent AKD Softwoods and our future. We ask you to get creative and email us your fantastic new ideas. All entries go in the draw to win the grand prize of \$200 coles myer voucher, with the 3 runners up receiving a \$100 coles myer voucher.



Greenmill Project Update



- The new lunchroom is now completed with operations moved in and using the facility.
- The operators cab and new operations office is at the stage of wall panelling.
- The front end of the sawmill is all framed up and coming together with the 2 Stage log deck near completed, with chains to be fitted. and the new Springer Log Feeding system being welded down. The self cleaning back scraper to be installed underneath.
- We are still waiting on shafts for the damaged log Turner, half have been already been re-assembled.
- USNR have been on site lining up the equipment with all the infeed system up to the Bandsaw welded down.
- The Bandsaw is in position and assembly is complete, lining up and welding down to be completed.
- The Bandsaw outfeed and sharp chain system is being installed this week, there are a lot of components to this section which will take some coordinating to get it in and lined up.
- The Horizontal Shape Sawing (HSS) Profiling Gang foundation has been completed with 286m3 of concrete used in foundations and multiple 4 metre high pedestals. The HSS base has been placed on top of the foundation waiting for the Profiler install on 16-17th December
- The support steel and platforms are at 75% of completion with BDH finishing off the LVL support beams 35mm plywood flooring and handrails. The plywood is being protected during install with MDF, before we seal it.
- The HV rooms are complete waiting on power connection which is scheduled for mid December.
- The MCC rooms are completed and the electrical cabinets and VFD drive units have been installed.
- Electrical, and services supply such as Air, Water and Hydraulics have been ordered and will start as soon as there is clear access to the plant.
- The Bark handling system and Residue handling system complete with chute system has been delivered to site so site installation can begin.
- The chip and sawdust residue system is scheduled for cut into the existing mill at the Christmas new year mill break.
- The Big lifts into the mill using a 100t and 200t cranes is scheduled for 16th and 17th of December with the USNR service guys leaving site on the 20th of December.
- The main sawmill equipment should be installed, lined up and welded down by this date so we can continue to fit all attachments and services to the line.

Once the equipment is installed the Safety fencing with exclusion zones can be installed, this needs to happen before start up in February.





Sam Perkins, pictured far left, and Taylor Towers pictured above, second from far right in white. Sam was a finalist in 'Apprentice of the Year', and Taylor a finalist in 'Employee of the Year' awards.



Colac Otway Business Excellence Awards 2017

Colac Otway Business Excellence Awards are held bi-annually and recognise Colac Otway Shires most outstanding Businesses, Employees and Employers. The awards are held at COPACC where over 300 people attend to help celebrate the combined success of the Colac Otway Business Community.

This year AKD Softwoods had many worthy nominations for both Employee of the Year and Apprentice of the year. Both awards are for recognition of those who stand out from their peers, demonstrate a dedicated enthusiasm and make a positive contribution to their place of employment. Each nominee had to complete a set of written questions about themselves and those who were successful in this step were then interviewed by a panel of judges. The judging panel then selected the finalist, who were invited to attend the awards night.

AKD were proud to have two finalists represent them at the awards night; Taylor Towers (Sales Account Manager) who was a finalist for Employee of the Year and Sam Perkins (Maintenance Apprentice) finalist for Apprentice of the Year. AKD is very proud to congratulate both Taylor and Sam for being recognised.

AKD Softwoods was also nominated for the Excellence in Manufacturing, Construction and Trade Award which is recognition for excelling in innovation and productivity. AKD were successful in taking home the award and Richard Schaffner, Business Development Manager, was thrilled to accept this award on AKD's behalf.

This is a great achievement which was only accomplished through the hard work and dedication of our employees. Thanks everyone for a great team result!

A big congratulations to the team at Corio Bay Sports treatment for winning the main award of the night, Colac Otway Shire's 2017 Business of the Year. Corio Bay are our onsite physios who do a fantastic job and are very deserving of this award.



Pictured to the right is Richard Schaffner, Business Development Manager, accepting the award on behalf of AKD Softwoods



Air-born Fertiliser Spreading

AKD Softwoods owns and manages around 9,000 hectares of pine plantation across 3 regions, Ballarat, South West and Otway. As part of our management we monitor the nutritional status of the trees through foliar sampling (samples of the trees sent to Latrobe University for chemical analysis). From these results a nutritionist then provides advice about which plantation compartments need fertiliser. Before the current financial year AKD budgeted for a reasonable fertiliser program on 5 properties across our Ballarat estate, just to the west and south of Elaine. Some of the properties in this area required a top up of either Potassium, Nitrogen, Phosphorus or Boron or a mixture of these, depending on the site.



Ballarat based Field Air provided the best price to apply the fertiliser with 2 of their newly built Air Tractor 402's. McKay's Farm Supplies were able to get a good price for the fertiliser for us delivered out of Incitec Pivot Fertilisers in Geelong. McKay's organised to supply a mixture of blended fertiliser and straight Muriate of Potash (MOP) in a total of 280 individual 1 tonne bulker bags on 8 B-doubles, to our operation at Lethbridge Airport. Delivery took 2 and a bit days with the expert unloading assistance of Luke Turner.

We supplied Field Air with the GIS (Geographic Information System) data for the plantation areas we wanted each fertiliser blend to be applied. This data was loaded onto the computers in each of the Air Tractors. Once the pilots started spreading Warwick and Daniel started to check the application rates for consistency across each plantation. The planes tackled separate areas on the same property, one property at a time in a race track pattern. It was hard to know where they would spread next at first, until we got a handle on their method. From all the checking the guys did on the ground it seemed the fertiliser was being spread at a reasonably consistent 300 kg / ha rate and then at the correct higher 4 – 500 kg / ha rate once we were applying the blends on the final 2 days. When they had finished a plantation, you could walk through and easily see the fertiliser chips on the ground. Within a week we got good rain right across the estate and the fertiliser was well dissolved into the upper soil layer.



The 5

properties that needed fertilising are generally 10 to 12 years old and expressing some signs of deficiency. Some thinning had also already commenced in this part of the estate and now that the Potassium has been applied we expect to see an uplift in stand vigour and growth. We will do inventory to measure this in the medium term and look for improvements in colour through reference photographs in the shorter term. A second thinning will occur at around age 20 to 25, at which time most of these logs will come to the Colac mill. The final clear fall harvest will occur at around age 35 depending on what total volume by product these plantations grow and what we require across the Colac and Irrewarra Mills.



AKD had 10 employees at the Melbourne WoodTech 2017 conference held in September. AKD was represented by Adam Howell, Craig Conway, Troy Kidman, Matthew Laity, Chris Dix, Steve Keown, Paul Muscat, Tristan Bellears, Tom Oconnor and David Belfield.

The conference had some of Europe's and North America's leading scanning and sawing technology specialists presenting topics on sawmilling and mill optimisation over two days. Workshops were held on troubleshooting and improving sawmill performance, and saw guide selection and maintenance. Practical insights were picked up by the attendees. ***"Trouble shooting practices were learnt together as a whole team."*** – Matthew Laity

Topics went back to the basic principles of sawmilling, which was valuable for the entire crew to understand why some things are done in the sawmill.

The variety in subjects covered by the presenters gave the whole team a good insight into many processes involved in maintaining a profitable business, from maintaining scanning equipment, setworks and breakdown machinery, to maintaining performance of saws and saw guides. The following are some key takeaways from the attendees:

"We need to better utilise our vision scanning software on the sawmill edger and trimmer optimiser for potential yield gains and uptime gains in the drymill" – Craig Conway

"We could use the Planner Drill Test to identify how much you're taking off from each side when setting up the Coastal." – Paul Muscat

"Shrinkage and critical size calculations working back to a target." – Paul Muscat

"The guide systems and the work related to the saw clearance 1.5thou per side also the pocket depth on the guide pad is critical." – Matthew Laity

"Chuck Boaz from Corley manufacturing and Marv from Lewis controls ... He had us all in a circle asking all the right questions and gave us hopefully a solution with gullet size. Sawdust on boards is the tell tail sign. Troy has been given the information to go ahead and trial Gullet sizes." – Paul Muscat

"I found the bandwheel resurfacing machine they had on display was great. Talking to Ralph on how it works and the advantages it would be for us in the new mill would cut down on time and make the job safer." – Troy Kidman

"Pneumatic staplers from Striker may be a good investment for the drymill wrap and strap line as we go through nearly one a week" – Chris Dix





Above is the AKD team at the conference dinner listening to PMP Solutions presentation on Real-Time Performance Indicators.

Examples of Dashboards to present production results as well as progression toward end-of-shift results were presented. Big screens on the mill floor should display the main variables of the process.

“Knowing your standard deviation and possible gains in target size reduction (We are capturing all this data and not sharing it or displaying it for everyone to see)” – Craig Conway

“Putting a cost against losses or benefits rather than just a percentage to give operators ownership of decisions they make for the company.” – Tom O’Connor

“Using Statistical Process Control (SPC) to identify if its wear and tear or a breakdown that has got you to out of spec lumber. Understanding the possible causes variation identified.” – Paul Muscat

A workshop was hosted by USNR detailing an investigation of some real issues in a sawmill.

“The use of Nyloil bushings in areas of high impact should be investigated.” – David Belfield

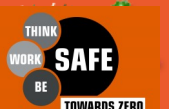
“Tuning chipper and saw feedspeeds, and sizing of pressrolls to prevent power feeding” – Tom O’Connor

“The animated hydraulic schematics would be brilliant not only for trouble shooting but also for training new staff on our hydraulic systems” – Chris Dix

“When the mill does an upgrade, don’t forget tool change schedules need to be maintained.” – David Belfield

The conference has provided all of the participants with many projects ideas to investigate further, with some tips able to be implemented immediately.

- David Belfield —Business Optimisation Manager



OUR TEAM

ELECTRICAL & AUTOMATION TEAM



Hi, I'm Brady Wicks and I am the Automation and Electrical Manager. I started with AKD on the 8th December 2001 and I had no idea what I was in for. The early 2000's were very memorable years with both few ups and downs. I quickly realised however, there were plenty of opportunities to improve the performance of both machinery and the safety of the operation from a controls perspective.

With the ongoing support of John Hayden and now Shane Vicary, the Electrical/IT team has grown from one electrician to a team of over 12. Our teams coverage is much wider than just electrical.

It has been a very exciting time to be employed at AKD. The business has completed many improvement projects and upgrades in recent years. Some of the larger ones are:

- Heatplant 2 and Kilns 9, 10 and 11 (2003)
- CDK's and gas boilers (2015)
- Treatment Plant installation (2005)
- Golden eye Installation (2007 & 2016)
- Bioluma Installations (2013 & 2015)
- Irrewarra Sorter Installation (2004)
- DryMill Sorter Installation (2001)
- Log Sorter Installation (2012)
- Irrewarra combination gangsaw (2015)

Along with everyday electrical maintenance, this is just a few of projects that we have been involved in over the years, but as you all aware, these will be dwarfed by the new Colac Sawline which is currently under construction. We have had the pleasure of designing all the HV and LV distribution and we are also designing and programming the safety systems. The safety system has been given a clear project designed to be absolute world class.

AKD continues to develop and reinvest and this is what makes it a great company to be part of. It's always a team effort and I would like to take this opportunity to thank the Electrical/IT team for all the hard work over the journey."

- Brady Wicks, *Electrical Manager*



Brady Wicks
Electrical & Automation
Manager



Michael Johnson
Electrical Engineer



Stuart Johnstone
Electrical Workshop
Supervisor

What motivated you to become an Electrician? I have always had a very curious mind. I remember when I was growing up my parents did a large renovation on our house, and I remember being really intrigued when the electricians were wiring and I was amazed (and still am) at how it works.

What countries have you visited? I've travelled a little, but a standout is definitely Turkey (Gallipoli) and Russia

Who has motivated you the most? My Dad

Time in Industry? 29 Years, 1.5 years at AKD

What are your hobbies? Brazilian JiuJitsu, Cricket, Building Audio Amps

What contests have you won? Grade 4 Easter Prize Big Easter Bunny. Also, picked up 3rd in Australia's Home Videos for pulling our little dog's ears up with Cotton to make it look real. Won a Tellie

What motivated you to become an electrician? I liked electrical circuits and how they work

Time in Industry? 25 Years, 12 with AKD

What are your hobbies? Fishing and Shooting

What's your favourite music? AC/DC Thunderstruck

What's your favourite food? Beef & Reef

What countries have you visited? Fiji and Vanuatu

What contests have you won? Potato Sack Race





Jed Craig
Electrician

What are your hobbies? Snowboarding, Basketball, Cricket, Gaming and Movies

Where did you grow up? On a Potato growing/beef cattle farm in Warrion (15 minutes North of Colac)

What's your favourite food? Nachos

What motivated you to become an electrician? Challenging industry with growing technology, allowing for constant learning and advancement. A good variety of different activities.



Andrew Connell
Electrician/Drafter

Time in Industry? 40 Years, 4yrs part-time with AKD

What contests have you won? Lots of Golf. I beat Brady in the Colac B Grade final!!

What countries have you visited? US, UK, Parts of Europe

Where or what do you see yourself doing in the future? More Gold and enjoying retirement with Grandkids

What are your favourite movie? Back to the Future



Shaun Martin
Apprentice Electrician

Hobbies: Hunting, Fishing and 4 X 4

What contests have you won? Victorian Clay Target State Championship

Favourite Movie: Die Hard Series

Favourite Music: Country

Favourite Food: Roast Pork

Least Favourite Food: Salad....Yuck!



Stephen Pefanis
ICT Manager

Time in Industry? 12 Years, 9 years with AKD

Where did you grow up? South Africa, Simpson and Colac

What's your least favourite food? Fish (Funnily enough, it's a hobby!!)

What motivated you to have an IT career? I love technology and being able to learn new things. The IT industry is ever changing giving me the ability to see something new every day.



Chris Egan
Electrician

What's your favourite food? Lasagne

What's your least favourite food? Vegetables

What contests have you won? Six Premierships with Colac Imps Football Club

Favourite Music: Bruce Springsteen

Favourite Movie: Power of One

What motivated you to become and Electrician: Looked around for a trade and found that electrical work was complex and ever changing making you use your brains



Craig Cooper
Electrical Apprentice

What contests have you won? Won a brand new Xbox 360 console playing Kelly Slater pro surfing game

Countries you've visited: Bali and New Zealand

Favourite Food: Cant beat a roast dinner

Favourite Music: I think the 90's was the best era for music. Mainly rock or alternative music



Tiffany Holman
IT Support

What are your hobbies? Love Horse riding, previously eventing but now rodeo, camping, catching up with friends

What are your favourite movies? Man from Snowy River

What's your favourite music? 80's and Country

Who has motivated you the most? My kids and my step mum, always encouraging me to do what I was good at and enjoyed



Joel Hayward
Electrical Technician

Time in Industry? 9.5 Years, 2.5yrs at AKD

What contests have you won? Two Premierships with Simpson and the current Mr Oktoberfest (Geelong)

Who has motivated you the most? Quote by Richard Branson - "If somebody offers you an amazing opportunity but you are not sure you can do it, say yes and then learn how to do it later."

Hobbies: Fishing and Motorbike Riding

Countries you've visited: Bali, Thailand and Vietnam



Kelvin Bellears
Project Supervisor

Time in Industry: 16 Years, 5mths with AKD

Favourite Movie: Gladiator

Favourite Music: Alternative

Favourite Food: Mexican

Least Favourite Food: Onion

Countries you've visited: Bali, Thailand

Hobbies: Football, NBA

Merry Christmas



A FEW WORDS FROM THE MAINTENANCE, ENGINEERING & RELIABILITY TEAM

It's been another hectic, but exciting year and we have made a heap of progress in a lot of areas. We have seen some fantastic new people join our team this year. They have brought new skills, energy and experience contributing and enhancing our teams.

To have a truly sustainable business, we need to take a long term view, continually improving, and investing in our future. Therefore, following a review and from feedback received, we have made significant changes to our apprentice training program and have created 4 mechanical apprentice positions this year. We will have a more intensive first year focussed on skills rather than being on shift duties and having more variety (ie. time in the Sawshop). AKD has a proven track history of developing our own quality tradespeople that we bring into our teams and we think these changes will enhance that.

Wayne Rippon has taken on a new role taking responsibility for the apprentice group as their mentor. I think this is fantastic, as Wayne is the perfect AKD person to teach and share his wealth of knowledge.

Why do we need to constantly strive for improvement? The simple reason is the 'state of the art' equipment that we have coming into the business is just more and more complex, for example, servo hydraulics and controls, complex hydraulic circuitry and valves. Therefore we need to invest in our people as well as our plant for our future.

Striving towards **zero harm** is not just a goal, but it heavily influences how we must think and work. We have gone over 50 days without an incident in the maintenance team, which includes near misses, injuries or property damage. To celebrate this, the team had a pizza lunch in November. We now need to make it 100 days in a row!

The new saw line is looking great. Well done to the saw line project team for their efforts so far. Our teams have been involved and it's been great to be involved in this project right through. We currently have at least four fitters working with the USNR contractors on different shifts. This experience is invaluable as it creates ownership of the equipment, helps us understand how it is all put together, and as a business we need all teams to be on board for the project to reach full production capacity as soon as possible. Commissioning is typically a difficult time so when you get the chance please contribute and be part of our winning team.

Reliability in general has been difficult this year but not from lack of trying. Can I take this opportunity to not only thank all my team in engineering and maintenance, but to also thank their families for their support. The team put in huge hours working week days, weekends and all other holiday times, when most of the AKD employees are enjoying family time. The work and effort our Maintenance team puts in is greatly appreciated by myself and the wider AKD team.

I wish you all a happy and joyful festive season and hope to see everyone in the new year ready for a successful 2018.

- Paul Muscat, *Maintenance Manager*



CONTINUOUS IMPROVEMENT PROGRAM

IMPROVE
SUCCESS
TRAINING
MOTIVATE
WORK
INSPIRE

AKD is pleased to introduce the role of Apprentice Mentor into the team.

This is a brand new role focused solely on the development and support of our apprentices and the Apprenticeship Program.

We are proud to congratulate and welcome Wayne Rippon into this role. Wayne is a committed and experienced employee, who is passionate about what he does.

Working closely with Mark Costoloe, our Training Manager, Wayne will foster closer relationships with our trade schools and ensure clear planned links between school learning content, and the practical application on site here at AKD.

In support of this plan, first year apprentices will be required to rotate throughout each operational area; gaining experience and insight into the business, and the different challenges each area poses.

The introduction of this role demonstrates AKD's commitment to its employees, and their ongoing development and personal growth.

With 5 current, and 4 newly appointed apprentices, recruitment is currently underway for more; this is no easy feat.

All the best in your new role Wayne. We look forward to seeing the contribution you make to not only the business but the individual apprentices and their professional and personal development.

- Clark Rodger, *HR Manager*



Congratulations

Michael Lamb, from the Colac Greenmill has successfully completed the Leadership for Manufacturing Excellence Program run by the Geelong Manufacturing Council.

The program ran over 8 months and involved external training & workshops, factory tours to other companies and AKD improvement project work.

Michael's project targeted improving the productivity of the Greenmill by focussing on improving the quality of the sticks used and their overall lifespan.

Improvements with forklift handling procedures, yard layouts, stick sorting and overall lifespan of the sticks being extended, all of which are currently being introduced; we are seeing improvements in less downtime at the stacker and also a greater capacity to produce value added product for the customer when we were previously making sticks for internal use. The project was presented back to other attendees and their senior management and key manufacturing members of the Geelong City Council.

This program focused on leadership skills, lean concepts, continuous improvement and team culture.

AKD is very happy to support practical programs like these to develop individuals within their current and future roles within the business. Well done Michael.

- Mark Costoloe, *Training Co-ordinator*





Portland Pine have once again sponsored a local speedway junior, Peter Monaro, for the upcoming season.

Peter is 15yrs old and finished 1st in his age level at the Portland speedway last season in his Toyota Corolla, which was his first full season of racing.

He travels all over the Western District of Victoria from Horsham to Darlington and across the Border to Mount Gambier.

Peter is the son of the maintenance leading hand, Dave Monaro, and is pictured left with Wayne Lawson, Portland Pine Site Manager.

Portland Pine wishes Peter all the best for the season.

- Wayne Lawson, *Portland Pine Site Manager*



Robert Dawson retires after 25 yrs



Rob has seen a lot of changes at Jelfor from the time he started in 1992. With previous experience as a shed builder, his first job was building the work shop shed and then he went on to build all the sheds in the yard. He helped build walkways, control room huts and brew rooms and helped relocate machinery, sharpen blades, unload log trucks and most recently has been working on the pole peeler. He could work every machine in the yard and has been involved in ongoing maintenance jobs.

Outside of work you can find Rob volunteering his time in the local community, running a Mens Group. He loves to help people and includes them in his woodworking projects at home. His love of timber extends to his home which is a log cabin design built from treated pine half rounds.

Rob's official last day was on Friday 27th October. The farewells were concluded over a pizza lunch with the team celebrating Rob's well-deserved retirement after many years of hard work and dedication to Jelfor Timbers.

On behalf of everyone at Jelfor, happy retirement and best of luck on your future endeavours, wishing you happiness, success and good health as you begin your next chapter.

"Rob was a dedicated and hardworking employee who was always willing to learn and share his wealth of knowledge with others. I would like to thank Rob for his 25 years of service with Jelfor Timbers and wish him all the best in retirement."

- Jason Biddle, *Site Manager*



MOVEMBER

When approached by Robyn from 'Men Only Hair Design' Colac, AKD was happy to sponsor not only a great cause, but a local business raising funds for Movember. AKD contributed to the Movember fund raiser and in return Susan Clissod, pictured below right, a hairdresser at Men Only Colac, wore an AKD shirt all month to promote our business.

Movember is a campaign to raise awareness of men's health issues and suicide prevention during the month of November, and we proudly had Darcy Osborne from the Drymill Day Shift represent AKD Softwoods for this fundraising event.

With some donation boxes still to be collected, Robyn advised that Men Only has so far raised over \$3500 for this cause. An absolute amazing effort!

We also had a friendly in-house competition, and thank you to the 4 brave men (pictured left) who volunteered to grow a mo for Movember.

We are especially proud of the AKD Irrewarra team, raising \$1000 in support of Brodie Parsell growing his mo for Movember (pictured top left).

Who do you think grew the best mo?

VOTE NOW...

Send an email to news@akd.com.au with the name of who you think grew the best mo (from the 4 Gents pictured to the left).



**Men Only Hair Design
Colac**

TIDY MILLS PROGRAM

The Dry Mill are kicking off a Tidy Mill Program with the motto 'A place for everything and everything in its place'.

Attached is a photo of Darcy Osborne, Steve Baudinette and Chris Dix leading by example.

SNAPSHOT

Treatment Plant



42,581

Packs treated in the last financial year

IRREWARRA



482km

From July - October this year if we put all our logs cut end to end it would be 482km of log.

TRAINING



22

No. of people currently being supported at AKD in Tertiary or TAFE training

LOG SORT



274,113

Logs have been processed since 1st July 2017

KILNS



24,138

Stacks dried in batch kilns in 2017 YTD

JELFOR



605,538

posts & poles have been produced since the take over in October 2016

FÜN FACTS

MOVEMBER

- Movember started in Australia and has become a worldwide, fundraising campaign that has essentially changed the month of November to Movember.
- The whole concept of Movember originated in 2003 in a Melbourne bar. Two friends were trying to see if they could bring back the moustache.
- The following year, the Movember Foundation became a registered charity, with the funds going to the Prostate Cancer Foundation of Australia.
- The Movember movement has raised \$574 million, with over 4 million Mo'Bros and Mo'Sistas members since its conception
- Movember is about setting aside unspoken innuendos and clichés that don't help men.
- It's a movement that unites both men and women, just as female-centric causes like breast cancer have received support from both sexes.
- Albert Einstein had a moustache for over 50 years.
- There are between 10,000 and 20,000 hairs on a man's face.
- The average human hair grows at a rate of 0.014 inches a day, or about 5 to 6 inches a year.
- A one-month-old moustache is capable of holding approximately 30ml of liquid or around 10% of a glass of beer before leaking its contents down the face of the owner.



Call 1300 78 99 78

Movember and men's mental health and suicide prevention

Movember's message is on point – *It's time to have an honest conversation about mental health.*

They want us to:

Make man time – staying connected with your mates is important and good for you.

Have open conversations – you don't have to be an expert, and you don't have to be the sole solution, but being there for someone, listening and giving your time can be life-changing. Seventy percent of men say their friends can rely on them for support, but only forty-eight percent say that they rely on their friends. This research suggests that men are often there for their mates but rarely ask for help themselves.

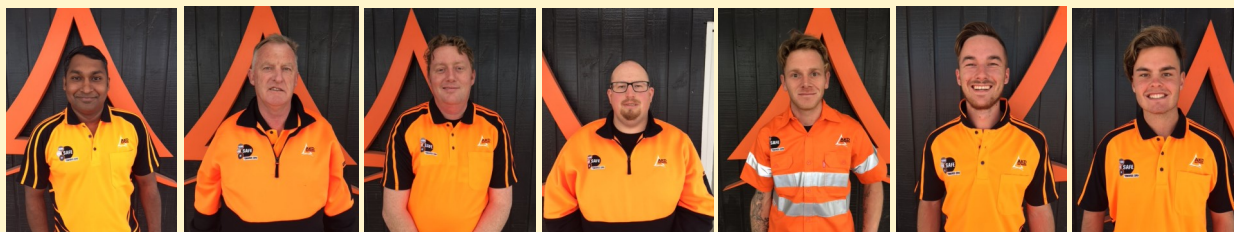
Reaching out is crucial. We need to talk. We need to listen.

If you do need to talk to a professional, remember our MensLine counsellors are available anytime you need them. Call us on [1300 78 99 78](tel:1300789978).



New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Oct-Dec 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..



Nabeel Habeeb
RMC

Peter Murphy
DMC

Leigh Barling
IRR

Ben Bickerton
DMC

Corey Grierson
DMC

Justin Wubbeling
FOR

Jarrod Alberts
FOR



Connor Arvidson
RMC

Alex Darlington
DMC

Nicholas Waterhouse
DMC

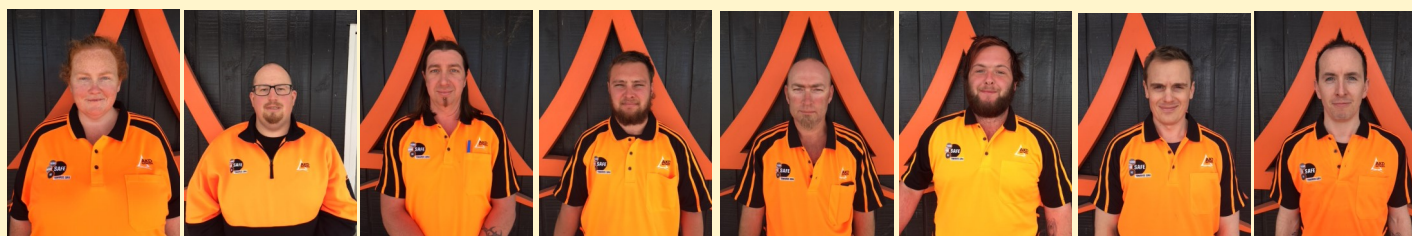
John Murrell
DMC

Emma Methven
DMC

Damon Wetemans
DMC

Julian McLeod
EWP

Narayan Peacock
GMC



Renee Scott
DMC

Benjamin Bickerton
DMC

Cameron Percy
IRR

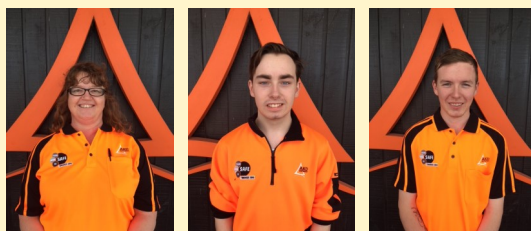
Levi Ross
DMC

Rodney Light
GMC

Paul Boyd
GMC

Nicholas Murray
TECH

Michael Egan
IRR



Dianna Flor
DMC

David Rourke
DMC

Tyson Drayton
DMC

Congratulations!

Congratulations to the following staff on reaching a milestone this Oct-Dec 2017

Name	Surname	Date Hired	Yrs Service
Thomas	Sanson	12/11/2012	5
Andrew	Bath	20/11/2012	5
Mark	Bayne	20/11/2012	5
Robert	Watson	3/12/2012	5
Neville	Cook	1/10/2007	10
Neil	Plier	29/10/2007	10
Ian	Gill	10/11/1997	20





Make safety YOUR Christmas present this year!



As the 'silly season' is fast approaching, it is critical that we all remain focused on the task at hand. There are lots of activities starting which can act as distractions to our work. "Will that present we ordered arrive on time?" "Did we forget to invite anyone to Christmas dinner?" "Have we organised everything for the holiday?"the list goes on!

We all have things we want to do over the Christmas break; some of us might be enjoying a well-earned holiday (not me unfortunately), some may be enjoying the time with family and friends, some may be busy doing those jobs around the house that need doing....but whatever it is, we want to make sure you get to do it and that you do it safely.

Improving safety at work is always at the forefront of our minds each and every day – we also want all of our employees and their families to be safe outside of work too and return in 2018 safe and well for the big year ahead.

Leading up to the break, don't lose sight of the small stuff.

When you find yourself working away and your thoughts are with all the plans and activities of Christmas, STOP and take a moment to look around and come back to the present moment. Look for a hazard in the middle of your activity - are you standing on a ladder, are you in an awkward position or about to trip on something lying on the floor? Hazards do not go away - only our awareness of the hazards goes away. And when we ignore hazards, injuries can occur.

Injuries put extra stress on everyone. Imagine sitting around the Christmas table in a leg cast because you tripped over something OR how would you drive to that favourite fishing spot??

How many people count on you each day to come home safely? If you add them all up you might be surprised.

Taking a moment for safety may seem unimportant to you, yet it is the one activity, the one action you might take during a busy and distracted day which will have the most benefit in keeping you safe.

YOUR SAFETY - think of it as your Christmas present to yourself and your family!

Enjoy your break everyone.

- Toni Kirkup, *Health & Safety Manager*





And that's a wrap!!



What a year! I think it's fair to say, we have had our up's and we have had our down's this year, we have made improvements and we have identified gaps to improve.

We started the year with our **'Switching on to Safety'** day. It was great to see the sea of orange & black coming together as a team and the level of engagement.

This day set the scene for what 2017 was going to be focussing on as we continue to strive **Towards Zero Harm**.

It has been a busy year and we have made progress – every small step is one step closer towards our overall goal.

We will only continue to improve if everyone is onboard, engaged and working as a team. Below is a sample of the improvements initiated for 2017:

- Launch of our Safety commitment **'Think Safe, Be Safe, Work Safe'**
- Introduction of hardhats site-wide
- Electronic Sign – displaying key safety messages
- Concreting key traffic points around the site
- Safe & compliant roof access and other anchor points
- Commenced installations of blue and red forklift safety lights and the GPS zone/speed control
- Ongoing guarding improvements around the site
- Improving Traffic Management
- Increasing Plant Safety Awareness – engaging specialists to help support us
- Introduction of the STOP Program
- Reviewing and reinvigorating Emergency Management
- Departments reaching over 1 year without a Lost Time Injury – celebrate success
- Contractor Management improvements

Let's achieve even more together next year!





CEO CORNER

with Shane Vicary



I would like to thank you for your contribution in 2017. Its been a massive year for the company and our whole team, but what a great year; we have achieved a lot and we have exciting projects in the pipeline.

Our project focus for most of the year has been on our Colac sawline, which is getting close to completion with the first log due to be processed in early 2018. Thinking back we started the project in early 2014, we employed Craig Campbell as the dedicated Project Manager in mid 2015, the AKD Board gave final approval in late 2015, and we signed the key equipment contracts in mid 2016. The first half of 2017 was spent preparing the buildings and the foundations and the second half focussed on installation. So when the line is finally up and running in 2018, it will be the completion of a 4 year project. We will have one of the most modern sawmills in the world, and this project is all about AKD securing our future through conversion and grade yield improvements (making AKD more competitive).

As a company we are committed to taking a long term view and being internationally competitive. Over the past 5-6 years, I think everyone has heard me say either in person, in a presentation or read it in the splinter, about our need to be **internationally competitive**, and I am sorry (but not really sorry) for constantly repeating this. We need to recognise that we compete with some big companies, who have a lot more resources than us (ie. bigger scale). Therefore we need to be smart, continually improve, use our strengths, lift our scale and continue to invest in our future (hence our decision to invest in the Colac sawline).

Earlier this year when we were already very busy running our existing business, and working on our Colac sawline project, the opportunity to purchase two sawmills came up. We recognised straight away that we could grow our business, increase our market share in Northern NSW and Queensland, supply new customers and increase our product offering for existing customers. We saw the opportunity as a possible good strategic fit for AKD.

When I visited both sites for the first time earlier this year, and then again in late November, I was really, really impressed by the people. A company is only as good as the people, and I think the team that will be potentially joining AKD are first rate. I look forward to the opportunities it will present for everyone. The deal is not yet finalised, but I believe it will be a step forward for our business.

This year we made real progress on our "Safety Journey—**towards zero**", but we still hurt people and we need to improve, so as exciting as our growth is, I need everyone to recognise that we will only be truly successful when we have a **zero harm business**.

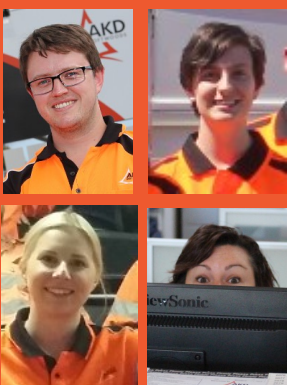
Congratulations to Ian Gill on 20 years service. I have nothing but nice things to say about Ian, he is a fantastic bloke and a hard, loyal and dedicated worker (sorry for that, he is also a cricket umpire and I need all the help I can get). In all seriousness, thank you Ian for your loyal service, you are an invaluable member of our team. Bruce Hall turning 70...I would not have thought you were a day over 50. I certainly hope I have the energy you do when I get to 70. Congratulations also to Wayne Rippon on the new role. I am really excited about this new concept and what it will do for our business and we picked the right guy to be the member of our future tradespeople. I like the long term development view that this team is taking.

At this point I need to give a big "shout out" to the Maintenance team who will do the hard yards fixing the plant, and getting it ready for 2018 while the rest of us have a break. A sincere thank you to the whole Maintenance and Electrical team and everyone who helps them.

Finally to you, the AKD employee who has got this far reading my blurb. Thank you for 2017. Thank you for your contribution. I look forward to us having a safe, productive and rewarding 2018!

Have a Merry Christmas and Safe and Happy New Year.

Thank you



Thankyou to the
Splinter team;
Clark Rodger,
Sophie Ross,
Bree Meesen &
Rachelle Neale

Monthly Contributions:

- | | |
|-------------------|------------------|
| • Toni Kirkup | • Taylor Towers |
| • Wayne Lawson | • Gordon Robson |
| • David McGinness | • David Belfield |
| • John Browne | • Brady Wicks |
| • Paul Muscat | • Mark Costolloe |
| • Craig Campbell | • Jason Biddle |

