



THE SPLINTER

EMPLOYEE NEWSLETTER



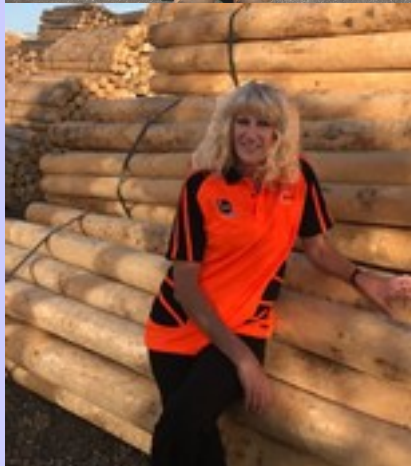
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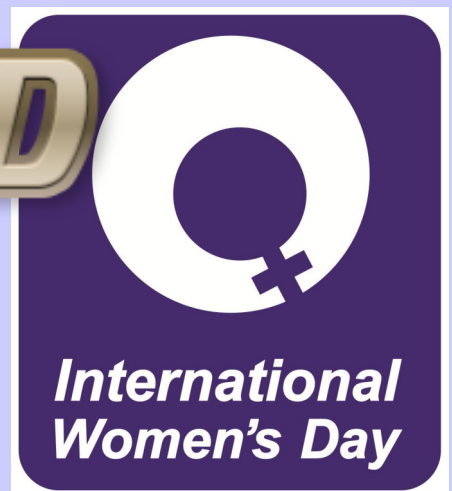


The Women of AKD





Women of AKD



On March 8, 1857 a group of female workers in a garment factory organised a protest in New York, demanding better pay and better working conditions. To commemorate women's struggle for equal rights in society, the first International Women's Day was celebrated in 1911. From then International's Women's Day has continued and the whole concept of celebrating women gained momentum, and it is with great pleasure that we celebrate the Women of AKD in this edition of the Splinter.

In a primarily male dominated industry, AKD is proud to employ a diverse range of women to be at the forefront of driving industry change and part of a team bringing success to our company. Women are engaged in all aspects of the AKD company and are represented in almost every function across the business. This includes vital hands on Operational roles, as well as roles across our Finance, Human Resource, Forestry, Admin, Dispatch, Safety, Sales, Technical and IT Departments.

We also have a large number of women undertaking further education with AKD including university degrees, diplomas, licences, certificates and other further training. These engaged, driven women are changing the way AKD is perceived among our community, and we are seeing more and more woman applying for positions than ever before. This is fantastic!

The historic and common perception of the timber industry being 'a man's world' is no longer relevant. The sustainability and success of our company is focussed on offering plenty of opportunities to create career paths that are attractive to both men and women equally.

AKD has consistently invested resources over the past 5 years to change the perception of AKD in our community. We are showing prospective employees that AKD is a career orientated employer for passionate, motivated employees, regardless of gender. AKD is a successful company with an increasing range of career opportunities.

AKD currently has 37 female employees across the business, and although this might not seem like many; this amount has grown by approximately 50% over the course of just the past 12 months. Women are wanting to be a part of an accepting, respectful and inclusive workplace, and that is what AKD offers.

This month we admire the hard-working and inspiring women of AKD, their success, and the impact that they are having on changing the way the world views woman in the workplace.



- Bree Meesen, Accounts Payable and Splinter team



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Happy Retirement

PAT SHELTON RETIRES 50 YEARS WELL TREATED



Christmas 2017 saw the retirement of Managing Director and Founder of Sheltons Timber Treatment, Pat Shelton. After a 50 year career at Sheltons, Pat has always been a 'self-made man' and is often humble and private about his lifelong achievements. He is well-known and respected throughout the industry and his sense of humour and incisive wit were always a great addition to any meeting with Pat.

Pat started his working life in his families hardwood sawmill at Irrewillipe, south west of Colac. When this father died in 1966, the mill and allocation of logs were all sold. Pat then started out logging SEC piles in the Otway's and seeing that there was a future in the preservative treatment of pine, he built his first treatment plant at the eastern end of Heart Street in Colac. The year was 1966, a drought year and one of the toughest ever years to sell fence posts to farmers.

Pat never forgot how tough starting out in business can be. It's from these humble beginnings that Shelton Timber Treatment Co. was born and it's the same foundations that have kept it going all these years.

The volumes sold started to grow and Pat started treating timber for AKD who were considering building their own treatment plant but instead of having two treatment plants in town, a partnership was formed on January 14th 1980 which is still in place today.

In the early 1970's, the business moved from the rented premises in Heart Street to Shelton Timber's current location, an old quarry site in Drapers Road. In those days, necessity meant that Pat manufactured all the equipment required, ran all of the sales, as well as the administration aspects of the business.

Pat was the first operator to use a mobile post peeling machine in the pine plantations in South Australia. He was also first to import a post rounding machine into Australia from Germany, a machine still in operation supplying perfectly round posts to Bunnings' stores across Victoria and South Australia. Chasing any opportunities that arose, the company took on a contract to clear land for the power lines to the Portland Aluminium Smelter and subsequently tree trimming contracts with the SEC. During the 1990's, Shelton Timber also manufactured log cabins all with the equipment Pat had made. Dozens of cabins were sold all over Australia and as far away as Korea and Japan (**pictured right**). Dozer and low loader hire were also Pat's initiatives. Until recent years, operating three harvesting crews in Victoria, mainly the Ballarat region, was a considerable focus of the business.





Lunch time Sheltons Mill 1938

Pat didn't suffer fools gladly and was a keen deal maker. Whether that was selling treated pine posts in Northern Victoria and New South Wales or buying a second-hand bargain forestry machine that "only needed a bit of work" to get it back to new condition.

He was a great advocate for the industry and was always at the forefront to have better regulation for the treatment industry through his involvement in the Treated Pine Association of Australia (TPAA). Pat was a true pioneer of the treated pine industry and can truly be described as one of the industry's unique characters.

Over those 50 years, Pat has seen many changes but it is the automation and mechanisation of harvesting and material handling that stand out to him the most.

On a personal level, it was financial security that was his main motivation in business, something that when you start out with nothing is always in the back of your mind. Asked why his start up small business was successful for 50 years when so many others fail and what advice he would give to others starting out in their own business, his response is simple:

- § Keep your over heads low
- § Take a conservative view towards debt levels
- § Believe passionately in your product which in turn adds greatly to your job satisfaction
- § The capacity to be able to identify new employees who will drive their area of the business forward independently
- § And most importantly, remember that even when you are the boss, "Wednesday's are a work day and not a golf day"

Shelton Timber has also benefited over the years from stable ownership and a good relationship between the owners of the business. Pat is appreciative of the relationship he has had with AKD, its Board members and Managers.

A loyal customer base is also key. Some resellers have been customers for decades. A quality product and good reputation are so important in the long term.

So would Pat change anything if he were given his time again? The answer is no. There have been no great dislikes or regrets and he would be happy to do it all again. A positive outlook and the ability to always be able to sleep at night have served him well. His greatest enjoyment over the years are definitely the contacts, friendships and people he has met and worked with from all walks of life.

Shelton Timber has been his life's work and although now officially retired, he will always take a keen interest in its progress. Congratulations on such a successful career Pat and all the very best for a well deserved retirement!

-David Shelton, *Shelton's Managing Director*

and Sophie Devine, Dispatch and Splinter team.





Thank you for 40 years of service



Congratulations, and a big thank you to Dale Tillack (affectionately known as Snail) for 40 years of continuous service with AKD.

Dale started way back on the 18th of January 1978 at the age of 15. His first job was stacking timber in the old Mill which was then situated on the same side of the road as EWP. Dale worked on the Stacker for a total of 8 years. Dale then moved onto running the moulders for the next 10 years before advancing into the grinding room. Dale was in charge of AKD's grinding room for a number of years.

Dale moved to the sawmill side of the business about 12 years ago. He joined the sawshop as a tradesman assistant before deciding to pursue an apprenticeship. Dale completed this apprenticeship at the age of 53 showing that it's *never* too late to get a trade.

Dale is not afraid to take his work home running his own business sharpening saw blades, planer knives, scissors and hedge clippers, etc. So if anyone needs those scissors sharpened, Dale's your man.

Dale enjoys his lawn bowls, a bit of fishing and over the last few years has got the bug for travelling to his favourite destination being Bali and Thailand.

Dale's funniest memory in his time at AKD would have to be the polly waffle gag which is probably inappropriate to go into in this article but I'm sure he would tell you if you ask.

Dale has seen many changes over the last 40 years and also witnessed the constant growth of the "new" Colac mill in 1997 and now the replacement in 2018.

Writing this makes you stop and consider just how long 40 years is and what an achievement it is to work for the same company for this long. Apple was a 2 year old company in 1978, the GPS had just been developed, Grease and Saturday Night Fever hit our movie theatres, the first Garfield comic strip was published and Australia's longest service Prime Minister, Robert Menzies died in 1978.

It is a big achievement Dale; you should be proud! Well done from all of the Saw Shop Team and the wider AKD family.

- Matthew Laity, *Saw Doctor Supervisor*

Having worked alongside Dale for a few years now I have witnessed his passion for saw doctoring, wood machining and saw milling. Whether it be here at AKD or at home in the shed (where he runs Colac Sharpening Service), he just can't get enough of fixing, grinding and sharpening saws and knives.

He really is someone to look up to, not just his quality of work but the enthusiasm he shows daily. He always thrives to make sure that everything that leaves the saw shop is in top notch condition.

One of Dale's favourite sayings is "I have done 12 hours work in 8 hours" which just goes to show that although his nickname is *Snail* he certainly isn't slow.

From everyone in the saw shop it's been a pleasure working with you and a great achievement of 40 years of service.

- Troy Kidman, *Fellow Saw Doctor*



Congratulations



At the beginning of February Warwick Hamer's service at AKD Softwoods ticked over into its 26th year. Achieving 25 years of service is a significant milestone and warrants a heart-felt congratulations from all of us at AKD Softwoods. Being in the business of plantation establishment and management for a quarter of a century at AKD, and before that 10 years at Colac Pine, provides Warwick with a valuable perspective on our business.

During his time in the industry Warwick has been involved in planting several of the older plantations that have been or soon will be harvested across the AKD estate, like Tindish (Rogers Rd), Tomahawk Creek at Irrewillipe, and Sellars on Border Rd in South Australia. He recalls working with bus loads of helpers from the mill being brought out on site to plant Tomahawk Creek in the day, 'Whoever was involved in this establishment should go and see their work before we eventually clear fall and then plant again'. Currently Warwick is supervising the establishment of AKD's second rotation at Tindish. All harvesting is now finished on the property, so once we have this area mechanically site prepared this will be planted under Warwick's supervision this winter.

In the 25 years at AKD Warwick has overseen the planting of over seven million trees and has been meticulous in ensuring that the site is prepared properly and that the trees are planted to the highest specification – you only get one go at it every 30 years! It doesn't end there, as Warwick has played a key role in maintaining the trees as they grow into maturity, from ensuring competition from weeds is controlled, standing smaller trees up after wind storm events, pruning and falling difficult trees at harvest time.

Up until 2003, we had planted our plantations with our own small crew, but the task became too large from then on and we engaged contractors for some of the bigger jobs. This was certainly an experience for us and a steep learning curve as their attention to detail was somewhat lacking. Warwick almost single handedly tackled the issue and the improvement in the quality of the work over the following years is testament to his efforts and continues to set the standards for the Industry.

Warwick and his team continue to focus on silviculture (stand maintenance) field work and on working with our contractors on quality assurance of our forestry operations. Warwick does a great job at mentoring his team and he also readily shares his experience and knowledge of the estate with the rest of us in the office when ever we need some advice.

Outside of work Warwick is actively involved in the Colac Field and Game club, golf and often goes fishing and shooting far and wide with his dog by his side. Warwick's wife Kathryn has New Zealand heritage and when they visit family over there, this gives Warwick fantastic opportunities to go hunting and fishing there as well. If you see him around you can ask him to elaborate and show you some more photos.

- Gordon Robson, Forest Estate Manager



Tomahawk creek today



Thank You!



This month we recognise a milestone achieved by a valuable and loyal member of our AKD team – David McGinness, AKD's Chief Risk Officer.

David began his journey with AKD on February 8th 1993 at the age of just 31. As the first company accountant for AKD, David took on the responsibility of bringing all our accounting needs in house with great enthusiasm. Following this, in 1994 he was appointed as AKD's CFO (Chief Financial Officer) and Company Secretary.

David served as the company's CFO until 2012 at which time he became the CRO (Chief Risk Officer). At different times throughout the course of the past 6 years, David has held/holds senior responsibility for IT, Purchasing, HR, Safety, SPE Director, Freight, Trucking & Warehousing and oversees our Post and Pole business units (PPP, Sheltons and Jelfor). David has also been the key driver of AKD's Risk Management and framework ensuring that the company has both the appropriate insurance coverage for our entire business and operations, but we are also diligently looking to continuously improve our operations from a "Risk Management" perspective.

David has been one of the leaders of our business helping grow the company, whilst not always in the foreground, his contribution has been significant. David offers wise advice gained from both his experience in the industry and his considered and commercial knowledge. David is respected in our industry due to his calm and professional approach.

A look back on AKD's history quickly identifies David's contribution to AKD's success and growth. In 1996 David was at the forefront of our negotiations for the establishment of SPE (our joint venture chip export operation with HVP). David was also heavily involved in the purchase of the Victree timber assets in 1999, our plantation expansion through 2000's, the purchase of Jelfor Timbers in 2016, and from 2017 David has been heavily involved in the due diligence and purchase process for the two new acquisitions (Caboolture and Yarrum Sawmills).

David took on the Chief Risk Officer role in 2012; in 2013 we were awarded by Lumley Insurance the 'Inspiring Excellence in Risk Management' award. In 2015, AKD was then recognised by Vero winning the 'Property Risk Management Award'. In 2016, AKD was recognised in the Colac Otway Shire Business Awards for 'Employer of Choice' and the top honour of the night 'Business Excellence Award'. David has also successfully sought government support for some of our largest projects. He successfully managed the application and subsequently secured a grant for our Colac sawline project of \$3.5 million, which is a significant contribution to our \$30M overall cost of the project and therefore our business.

Both inside and out of work David is a true gentleman and family man. David's passion and exuberant personality is equally met by his wife Jacinta, whose continual support has allowed him to achieve what he has for AKD. David has two adult children; Letitia and Declan, of which he does not hide his pride and love for.

David is a passionate and loud supporter of Geelong Cats since early childhood; taking every opportunity to watch them at their home ground. David is also a keen music listener, and never shy's away from the dance floor (and even the microphone).

In the 25 years of service to AKD, David has demonstrated a tremendous set of personal values and work ethic. He has accepted a wide range of responsibilities and challenges, responding to them with great dedication and reliability. David is truly passionate about AKD's success and is one of our most dedicated employees. David is truly a great asset to AKD and we thank him for his magnificent efforts, and his family for their support.



-John Hayden, *Director and former CEO*,

Shane Vicary, *Current CEO*

and Co-written by Kyrah Howell, *HR Administrator*



Congratulations

A big congratulations to Stephen Pefanis who graduated with a Bachelor of IT on Thursday 15th February from the Deakin University Geelong.

Stephen completed the Bachelor of IT with a major in programming. We would like to extend a further congratulations for completing this degree with distinction which means that Stephen passed the course with higher than average grades.

Since starting with AKD in 2009, Stephen has never grown tired of study – he has a thirst for knowledge and self improvement. He started a degree in Mechatronics and after 2 years, decided an Information Technology degree would better suit his position, interest and longer term career path. His current role with AKD during this time was application development and programming. Stephen initially studied full time but with plans to start a family with his wife Rachael, decided to move to part time study. So whilst Steve has worked full time at AKD (sometimes more than fulltime!!) he has also completed his degree and started a young family. So we also congratulate Rachel on this qualification for her significant support to Stephen.

When asked about his studies, Stephen commented, “I got a great deal from the course, such as learning to balance work/leisure and family time. Also learning professionalism in the workplace”.

More specifically, Stephen said, “The development lifecycle of programming was a heavy focus during the degree. I learnt a lot about structure which should help me when implementing solutions and applications”.

One highlight of the course was a group project utilising Biometric authentication. This is using voice finger prints for passwords used by financial institutions and utilities. This project was displayed recently at an industry expo. Stephen enjoyed working in the team environment with a diverse group of people from around the world. Stephen said, “at times, the communication was a hurdle, but when everyone has a common goal, it becomes light work”.

Well done Steve, from all of us at AKD Softwoods.

- Brady Wicks, *Electrical Engineering Manager*



FAMILY BECOME CITIZENS: Rajvir Cheema and sons Randeep and Shaavir became Australian citizens during a ceremony at Colac's Memorial Square. Their mother Sandeep watched on with friends.

CONGRATULATIONS

We love seeing familiar faces in the local newspaper!

This is Randeep Cheema, our employee who works at the Colac Drymill and his family, pictured in the Colac Herald celebrating their recent Australian citizenship.

Congratulations Randeep and family on becoming Australian citizens.





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OPTIMISER SYSTEM TRAINING FOR AKD TEAM



USNR Training

In November, AKD had 4 people travel to North America to attend an intensive training session at USNR's training facility at Parksville on Vancouver Island in British Columbia, Canada. The AKD employees who attended included Dave Belfield (Business Optimisation Manager) Tom O'Connor (Recovery Champion) and Tristan Bellears (Continuous Improvement Engineer). The new line uses USNR's most advanced scanning and optimising systems to control cutting patterns and product mix. The way these are set up and managed during operation will be critical to the achievement of efficiency and production mix goals for the new line that underpin our justification for the project.



The training course covered the scanning and optimising systems for the quad-band primary log breakdown system, and for the shape-sawing gang saw. This training will help us get the most out of our new equipment and will ensure we are **internationally competitive** as soon as possible.



On completion of the training, the AKD team then toured several large-scale Canadian and US sawmills and had the chance to check out one of the Largest sawmills in the world. Visiting an array of sawmills helps give us international experience and a wider view of different sawmill layouts and processing methods efficiently benchmarking our operation against other mills. Numerous ideas were picked up which can be implemented in our operation such as, pack doubler for the Drymill pack outfeed, stacker strip handling systems and use of different materials for planer knives. Ideas for future expansion projects in the sorter and stacker areas, such as the clam shell trimmer, and the multi-track fence, were seen in operations similar to our process.

The team also had the chance to speak with the operations staff and local experts of these mills to gain a perspective on the practical application of the optimiser systems in North America and operation of the mills. One significant observation was the familiarity by operators and technicians of the optimiser reporting features, and their use for tracking production targets and mechanical performance to identify maintenance issues.

- Tom O'Connor, *Recovery Champion*
and David Belfield, *Business Optimisation Manager*



Microtec Training

The Colac Dry Mill employs a sophisticated grade optimisation system in the form of the Microtec GoldenEye. This system scrutinises every piece of structural material processed and determines the optimum grade for AKD against the Australian standard for structural timber. The performance is critical of this whole “grading system”. Critical to our ability to successfully grade timber and unlock value for AKD (drive profitability), but also ensure we accurately grade timber for our customers.

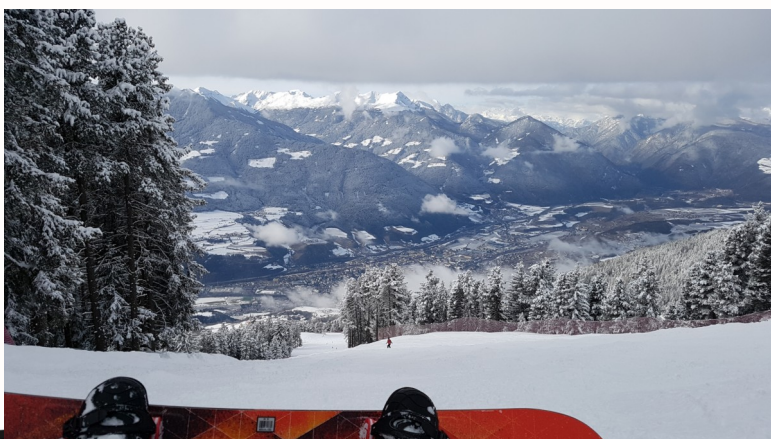
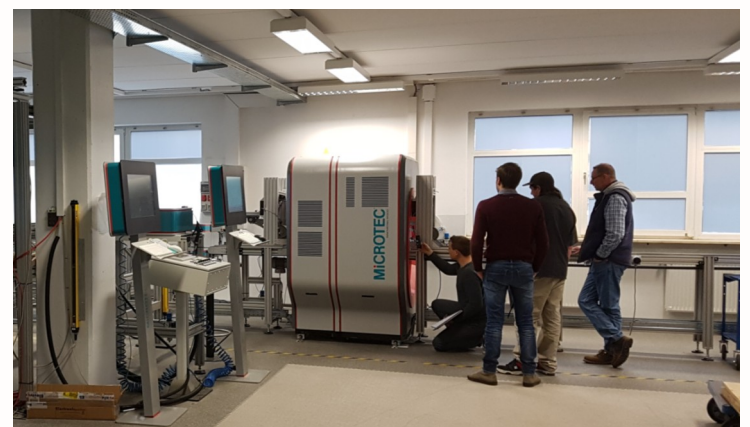
To ensure that we gain the most from this system, a team of five AKD people attended a 4-day training session at Microtec’s technical and training facility in Brixen in Northern Italy. The AKD people attending this course from operations were Mick Ritchie (DMC), Cameron Percy (GMI), together with Nick Murray, Tom O’Connor and David Belfield from the technical team.

Mick and Nick are working to refine the operation of the GoldenEye system following their training. This will involve, creating and implementing procedures for calibration and maintenance of systems, simplifying grade selection, verifying and optimising grade parameters for increased recovery and product quality.

AKD also operates other Microtec Scanning and Optimising systems across our sites, such as the LogEye scanners at both Colac and Irrewarra, and also the ViScan systems for Grading. The training course covered maintenance and calibrations for these systems, as well as looking into some new features & improvements that Microtec were developing. Overall the trip was fantastic to give us the experience and knowledge to be able to get the most out of our equipment, and to also see what Microtec were doing with their products and how we might be able to make use of them in the future.

Before jumping on the plane and heading back to sunny Colac, the guys had a chance to visit the Italian Alps for a quick ski. With some fresh snow overnight, they hit the slopes (some harder then others), luckily there were no injuries but plenty of fun crashes to talk about.

- Tom O’Connor, *Recovery Champion*
and David Belfield, *Business Optimisation Manager*



We  our
Customers



Barwon Timber is an independent family owned timber and hardware retailer that has grown from a small Oregon supplier to one of the largest timber and building material suppliers in the Geelong and Surfcoast area. Since opening in 1980, they have established long term business relationships with Victoria's leading residential and commercial builders and construction firms. Barwon Timber also have an on-site truss manufacturing plant called Bar-Truss which produces and sells trusses for homes all around Victoria.

Barwon Timber have a similar set of company values to our own. Barwon's values are: Integrity, Quality product and service, Teamwork, People and partners, Innovation and Sustainability.

As part of their overall plan to be a truly sustainable company, Barwon Timber make every effort to ensure all their timber products are harvested responsibly and carry the FSC certification, that timber products they purchase are harvested from readily renewable sources and all offcuts are utilised either onsite or given to customers to avoid unnecessary waste. Barwon have installed tanks which collect rainwater for them to use for washing vehicles and watering their gardens. They have also recently installed a 30KW solar panel system which powers their shed lighting and kilns.

Barwon Timber were the first, and currently the only, timber reseller in a non-termite designated zone in Victoria to change their stock to entirely termi-blue termite treated pine, which is solely sourced from AKD. This move has given them a niche in the marketplace, while also increasing their ability to store a much larger range of timber on site at all times, since they no longer need to keep untreated and treated pine separately.

During the last calendar year, AKD delivered over 6000m³ of timber into Barwon Timber, which equates to just over 140 semi-trailers or 1 truck load of timber delivered every second working day. In total, 1,220 kilometres of timber was delivered by AKD, which is more than enough to lay it end to end and reach from Colac to Sydney.

AKD has been supplying Barwon Timber for the last 25 years and look forward to continuing to do so for many years to come.

- Jonathan Hill, *Sales Account Manager*



OLD STYLE TRACTORS VISIT PPP



Portland Pine was visited by the local tractor enthusiast group raising money for children with cancer. They visited site on a Sunday and were shown around site by Lionel Pevitt and myself.

We explained what the machinery on site does as we walked around the production areas. There were around 25 tractors involved in the visit.

Pictured left are some of the tractors that were on the tractor trek and the cambio machine operation being explained.

- Wayne Lawson, *Site Manager*



new bobcat for site



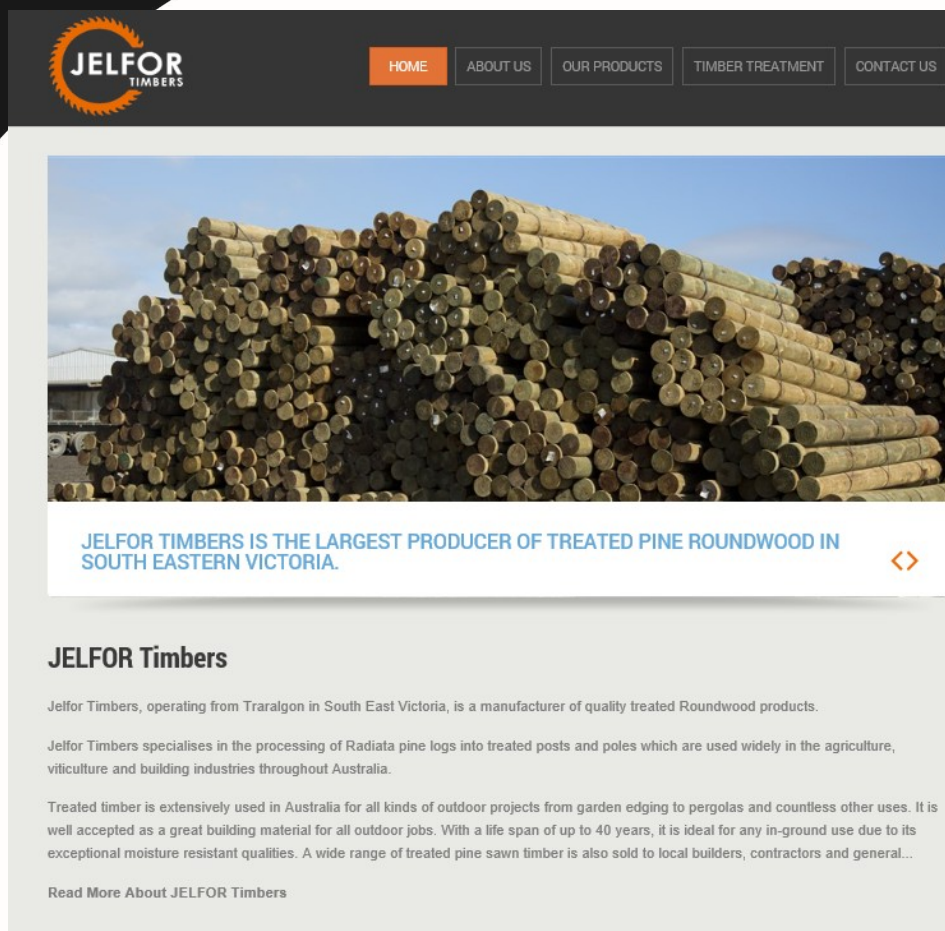
Due to the PPP tractor no longer being in service, a second hand bobcat has been purchased. This will enable the site to control the grass around the perimeter reducing the fire risk as well as improving our site and housekeeping.

Pictured left is the Bobcat with the slasher attachment





NEW WEBSITE



In October 2017, Jelfor Timbers updated their very out of date website which was a remnant for the old business owner.

The new website features sections where you can find information about the company;

- past and present,
- a list of the various size poles we stock and
- the timber treatment process all our posts and poles are required to go through.

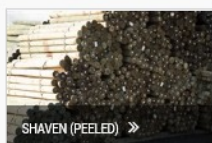
The weather was not on our side when the photographer arrived. The yard was very muddy and not looking so pleasing to the eye... Luckily, thanks to the tech team at Colac, they were able to put it all together and create this masterpiece.

The website looks great—fresh, modern and very user friendly.

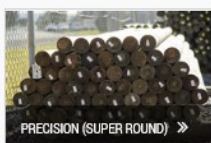
Do yourself a favour and check it out today!

- Jason Biddle, *Site Manager*

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AKD's NEWSLETTER

"The Splinter"

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

'The Splinter' will remain the name of our company newsletter by a unanimous decision from the AKD Splinter team.

We were overwhelmed with 130 entries. The top 5 entries, all receiving a **\$50 Coles Myer Voucher**, were:

- Milling Around—*suggested by Carley from Caboolture*
- The Vis —*suggested by Bree Meesen*
- The Village —*suggested by Karen Johns & James Kruss*
- Towards Zero —*suggested by Michael Foord*
- Mill Talk —*suggested by Craig Cooper*

Thank you to everyone who submitted their ideas. It was a tough decision.
For the winners listed above, we will hand your prize to your Supervisor.



SNAPSHOT

SAWSHOP



112.5 years
combined years of
service from the
saw shop at AKD

PURCHASING



288
pairs of boots issued to
staff in 2017

HUMAN RESOURCES



David & Michael
are the most common
names of our employees

RECRUITMENT



282
Number of interviews
conducted in the
last 8 months

I.T.



430
Different networked
devices on site

FINANCE



AKD issued
1894
invoices in the month of
January, 2018

FÜN FACTS



- Researchers have claimed that women speak about 20,000 words a day on average. It's just 7,000 for men.
- According to Care.org, women produce half the world's food but own only one percent of its farmland.
- There are currently 17 countries with women as heads of government, heads of state, or both; this, according to the UN, is more than double what it was in 2005.
- The two highest IQs ever recorded on a standard test both belong to women.
- According to the United Nations Educational, Scientific and Cultural Organization (UNESCO), 39 million girls worldwide are not enrolled in school and are denied a secondary education.
- Around the world there are around 106 males born for every 100 females... but because women tend to live longer than men, the percentage of women increases with age. There are only 79 men aged over 65 per 100 women.
- Worldwide, the average life expectancy stands at 68.5 years for men and 73.5 years for women.
- Car heaters, fire escapes, dishwashers, circular saws, chocolate chip cookies and rectangular bottomed paper bags were all invented by women.

Congratulations!

Congratulations to the
following staff on
reaching a milestone
this Jan-Feb 2018

Name	Surname	Date hired	Yrs service
Ben	Jenkins	10/01/2013	5
John	Browne	4/02/2013	5
Andrew	Marwood	2/01/2013	5
Clinton	Jelleff	27/02/2013	5
Timothy	Richens	2/01/2008	10
Darren	Pevitt	3/02/2003	15
David	McGinness	8/02/1993	25
Warwick	Hamer	2/02/1993	25
Dale	Tillack	18/01/1978	40

New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Jan-Feb 2018
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.

As AKD's workforce continues to grow, we welcomed a massive 32 new employees into the business during January and February, 2018



Jody Causon
DIS



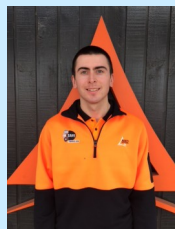
Stephen Bracegirdle
DMC



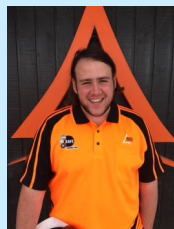
Hana Day
DMC



Rangi Matthews
DMC



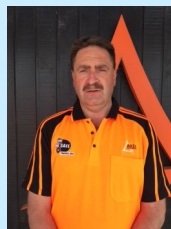
John Lynch
ELEC



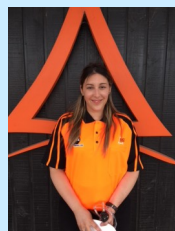
Thomas McDonald
GMC



Eddie Ivermee
DIS



Paul Hicks
FIN



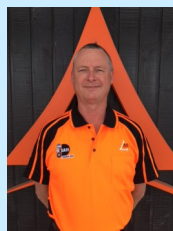
Marina Milic
TECH



Thomas Daffy
EWP



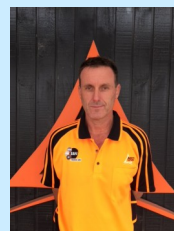
Lee Williamson
DIS



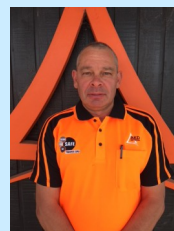
Shane Perrot
RMC



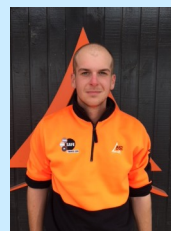
Cooper Sutherland
GMI



Mark Skinner
H&S



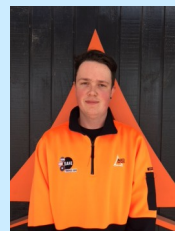
Peter Whitehouse
DMC



Stavros Noutsatos
RMC



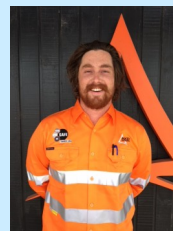
Kevin Everett
DMC



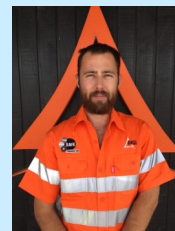
Angus Koch-Brown
GMI



Aaron Holding
GMI



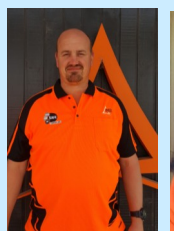
Thomas Avery
RMC



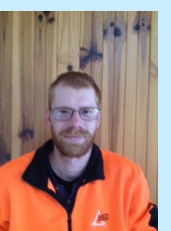
Brendan Trounce
RMC



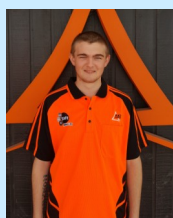
Lachlan Warton
EWP



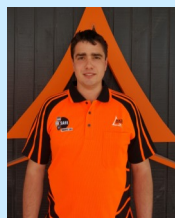
Craig Hardingham
EWP



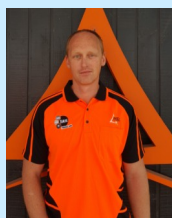
Ben Kendle
GMI



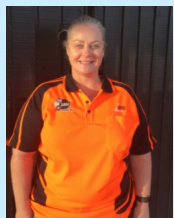
Jack Williamson
EWP



Reece Lucinsky
EWP



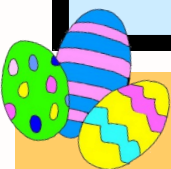
Damien Dellar
GMC



Kim Reid
DMC



Angus McConachy
ELEC



HAPPY EASTER EVERYONE

AKD Softwoods would like to wish everybody
a very happy and safe Easter break.
For all those travelling over the Easter break,
please take care and a big THANK YOU
to those employees working over the shut period.

***If you have any queries regarding your Easter breaks,
please contact your supervisor.***

HAPPY Easter





2018 Safe Start Up

After what felt like a very short break, our employees (bar those that worked over the Xmas break) returned back to work for what is planned to be an exciting, busy and most importantly **SAFE 2018**.

In an attempt to get everyone 'switched back on', the day started with the teams coming together in their departments to discuss some key safety messages, a recap of the 2017 achievements and some of the focus areas moving into 2018.

Teams then went for a safety walk around their departments to ensure nothing had changed over the break, re-familiarising themselves and have an opportunity to raise any issues that may have been identified along the way.

Everyone came together and it was time to eat! Lunch / Dinner was provided to all crews and some more very important safety messages were discussed.

Shane Vicary finished the day by speaking to the teams about just how important safety is here at AKD and he delivered a very clear and simple message:-

"no amount of production sales and financial gain is worth injuring an employee EVER! No one is to place themselves in harm's way for the benefit of the company, ever, for any reason".

Let's have a SAFE 2018!



Our cooler bags (or as Shane describes 'Chilli bags') are meant to be used as a reminder about the importance of being **Safe at Work – Safe at Home**.

Wow – how cool do these look!!!

Our very own AKD calendars – designed by our AKD kiddies.

A very strong message here – ***we all have reasons why we should want to be safe at work.***

A big shout out to those that got involved – you did an amazing job!!



Welcome—Mark Skinner – Health & Safety Advisor

Mark commenced in January 2018 and has taken on the position of H&S Advisor. This means AKD returns to having two full time positions focusing on Health & Safety based in Colac. Mark is a true local – born and bred right here in Colac!

After finishing a Carpentry & Joinery apprenticeship, Mark spent the next 24 years working at Bulla in a number of different roles before moving to ALC 2.5 years ago in a joint role of Health & Safety and Maintenance Administrator.

Whilst Mark has not been in the Health & Safety arena for all that long, I believe his operational background, understanding of manufacturing demands and having a very practical approach to safety will be one of the strengths Mark will bring to the company.

Mark has a Cert IV Health & Safety qualification and is looking forward to being able to focus all of his energy into assisting us reach our goal of **Zero Harm**.

Outside work, Mark loves the outdoors and spends time fishing, hunting, motorbike/mountain bike riding (which I'm led to believe he does very safely). Please take the time to introduce yourself to Mark and welcome him to the AKD Team!

Health Vitality Happiness Fitness Wellbeing Lifestyle Energy Healthy eating For you

Still recovering from over indulging over the Christmas and holiday season?
Feeling tired and run down?
Struggling to get through the long days back at work?



With manual job roles and being on your feet all day many people think they are doing enough exercise while just being at work. Unfortunately, this isn't the case and finding time to fit in some physical activity has some surprising benefits such as actually giving you more energy to get through those long days.

What do you have to lose? Maybe a few kilograms, but try it for a couple of weeks and see how adding in some exercise makes you feel. If you currently don't do much start slowly and aim to build up as you can. Activities such as swimming, walking the dog, bike riding along with team sports or hitting the gym all count. The guidelines suggest to aim for 2 ½ to 5 hours a week of moderate or "walk and talk" exercise, which when spread out over the week is half an hour a day, 5 days a week.

Making a few small changes to what we fuel our bodies with also makes a big difference. We all know the benefits of watching our diet, cutting out extra sugar, salt and fatty take away. But do you realise how much better it can actually make you feel? Why not try and give health eating a go for a couple of weeks and again see how much better you feel.

Eating health doesn't mean rabbit food and salad for lunch every day, everything in moderation. Try and include more fresh veggies and fruit and avoid fried, over processed food where you can.

- Corio Bay Sports Clinic



OLD BEECHY FUN RUN

AKD HEALTH & WELLBEING PROGRAM

**SUNDAY
MARCH
18th 2018**

JOIN TEAM AKD
7km Run/Walk
or a
16km Trail Run



<https://otwaytrailrun.wixsite.com/otwaytrailrun>



CEO CORNER

with Shane Vicary



Where do I start? March is going to be frantic!!! We have Caboolture and 120 plus employees from that team joining us on the 9th of March. On Friday the 23rd March we have the Yarram (50 plus employees) joining our team, and on Monday 26th March we should (fingers crossed) start our new sawline in Colac.

For AKD, March 2018 will go down in our history as one of the most pivotal months for AKD in regards to positive change. Our workforce will increase by 30%, we will go from owning two sawmills to four and we will become the **second largest sawmilling company in Australia**. A very proud achievement with exciting times ahead.

On top of all this excitement of bringing two new sawmills into our team, AKD will be starting the brand new Colac Sawline. This is fantastic and exciting for us as a team, as we continue on our "journey" of being **internationally competitive**.

There is so much happening at AKD that deserves recognition and celebration. I am really proud that we are recognising the growing number of women at AKD - this is not by accident or by chance. As a business, we have often commented that our industry and our company is too male orientated, therefore our recent strategy has been to make AKD more appealing to potential female employees.

We believe that having a better gender diversity or ratio will make AKD a stronger business; improve our international competitiveness and contribute to having higher performing teams. Fundamentally we believe a key advantage of diversity is increased economic performance ie. International competitiveness. Having a diverse workforce with individuals with different backgrounds and different points of view creates an environment in which ideas will merge and compete. We will get different perspectives and therefore improved problem solving capability which all leads to creating better outcomes.

This is not about AKD trying to be politically correct or meet some equality requirements. This is about AKD striving to be the best business we can be, and we believe we need and want more females in our team to achieve this!

I would like to recognise the AKD employees that have celebrated many significant anniversaries in the first couple of months of 2018. Firstly, Dale Tillack - 40 years is a significant contribution to the company. I look forward to recognising your achievement at the Lumber Legends in late August this year.

Congratulations to Warwick Hamer and David McGinness for their 25 years respectively. Warwick's article is fantastic and really explains the massive contribution he has made to our plantation asset that underpins our business. David has been in a senior leadership role for at least 20 of the past 25 year; providing wise counsel, support and guidance to all three CEO's. David & Warwick are committed and passionate employees and are true assets to our Company.

I would also like to recognise Stephen Pefanis, another absolute star of our business. I think Stephen has done an amazing job of working full time at AKD, completing a degree and raising a new family (2 kids under 4). Stephen is also a committed volunteer with the SES. A huge well done and congratulations Stephen. AKD is lucky to have you and we appreciate all your hard work and we thank Rachel for her invaluable support.

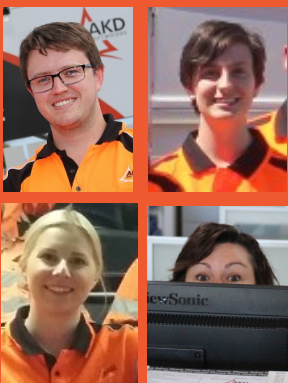
Pat Shelton has retired after an amazing 50 years. Whilst he may not have had a large presence at AKD, he has certainly been part of our team since 1980 and has had a real impact. AKD has had an association with Pat for over 38 years and we wish him well and look forward to continuing the strong relationship with David, Pat's son. I have personally really enjoyed working with Pat over the past six years and I wish him all the best in his retirement.

Finally, I would like to welcome Mark Skinner, our new Health and Safety Coordinator. Mark is a local lad, with many years' experience. I am excited about him joining our team and AKD once again having two full-time health and safety professionals on the ground as we pursue our goal of having a **zero harm** workplace.

Exciting things are happening. Be Safe.



Thank you



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

Monthly Contributions:

- Toni Kirkup
- Matthew Laity
- David Shelton
- Neil Harris
- Gordon Robson
- David Belfield
- Jonathan Hill
- Mark Costoloe
- Wayne Lawson
- Jason Biddle
- Brady Wicks
- Corio Bay Sports Treatment Clinic

