



THE SPLINTER

EMPLOYEE NEWSLETTER

March 18

April 18
Edition 22



YARRAM & CABOOLTURE JOINS THE AKD TEAM



WELCOME TEAM CABOOLTURE & TEAM YARRAM

What a month March was for AKD! As you are all aware, a few months ago we announced that AKD was in the process of purchasing two sawmill sites off Carter Holt Harvey. One in Caboolture, Queensland, and the other in Yarram, Victoria. This was a long process that started in early 2017 and which has now finally come to fruition and it is very exciting for AKD.

The formal transition of these two mills to AKD ownership happened over a couple weeks in March. A group of Colac employees went to both new mills to facilitate the transition and provide on hand assistance. We also had employees who remained in Colac supporting the transition from a distance, and making sure Colac kept going.

AKD had quite a mixed team on this project with representatives from many departments. Some individuals had been working on the project for over six months (along with their normal duties), in addition we had Geoff Phipps who was employed as a dedicated Project Manager.

For the transaction and transition to occur, there was a lot of work required. From installing new computers and laptops at every work station on each site, to installing and testing all the new software that is required to run our business. After all this was completed, the training of our new staff could begin.

New uniforms were available for all staff on day one and new AKD signage was erected at changeover – and in one case even before changeover had officially occurred!

Caboolture, being the bigger of the two new mills just under 100 employees, was first to officially become a part of the AKD team.

The sheer volume of some of the integration tasks – at the Caboolture mill especially – required a lot of individuals to work together through their weekend to ensure everything would run smoothly for the first morning of production. Due to all the planning and all the good work from everyone involved, it went off without a hitch!

Yarram followed two weeks later with the official take over date Friday March 23rd. Being a smaller operation, with only 50+ employees, the scale of every job that needed to be done for the change to occur, was smaller which put a lot of our minds (somewhat) at ease. It was still a big job, but once again production started on the Monday morning with no serious issues, another success!

To enable such a smooth transfer, a lot of time and effort was put in not only by our existing staff but also by the staff of the new mills too. Their positive attitude was instrumental in our success. AKD wishes to recognise the efforts of those who spent several days either side of the transitions working over their weekends to ensure everything went well.

Those from Colac that spent time away from their family and friends over weekends and public holidays, we wish to thank you and recognise your personal efforts. Not only did you achieve your assigned tasks but you did it in a manner reflecting the values and culture of AKD. You were truly fantastic ambassadors.

To the new staff that joined in to assist, it was great to see your passion for your sites and the enthusiasm and energy to help and make sure everything could go as well as possible. The positive mood from every team member at both mills was clear. Seeing everyone arriving eagerly to work on their first day of production in their fluoro orange as a part of AKD was a proud moment for all involved. It honestly felt like both mills had been a part of AKD forever.

We have gained 150+ employees with the purchase of these new mills and they have instantly felt like a part of the AKD team. It is because of this that we know that purchasing these mills was the right choice for AKD and it is sending us in the right direction for further growth as an internationally competitive business that is continually improving.

- David McGinness, CRO and

Sophie Devine, *Colac Dispatch and Splinter Team*





Welcoming Craig Neale General Manager, Qld



Craig Neale joined AKD in March 2018 in the role of General Manager—Queensland, continuing his 32-year career with-in the timber industry. Craig has held senior management positions for the last 22 years across numerous business elements from finance, operations, to regional and national managerial roles.

Craig started in the industry as Technical/Engineering Estimator, moving into financial accounting then making the transition into operations. Prior to joining AKD, Craig was the National Performance Improvement Manager for Carter Holt Harvey Australia Timber. This role also included operational responsibilities, performance improvement, financial accountability, capital projects, operational excellence, safety and quality compliance across six sites.

Craig has joined the Executive Team of AKD and oversees the Caboolture and Yarram mills. Craig reports directly to Shane Vicary, CEO.

General Manager of Qld incorporates full business responsibility in Queensland. This incorporates operational activities at the Caboolture Sawmill facility, Sales and Marketing, logistics, procurement, resource and business development. The position also includes the operational responsibility of the Yarram Sawmill in Victoria.

Craig is a keen AFL fan who has followed Richmond for a long time. He enjoys all types of Motor Sport in particular the F1 and NASCAR. He enjoys walking and spending as much time as possible with his wife Jan and children Isobel and Joe.

Craig is very excited to belong to a company that believes in the industry, their business and the future. The support shown to the new employees and the willingness to develop people is clearly evident.



Welcoming Greg Levinge Acting Site Manager, Caboolture

Greg started work at the Caboolture sawmill in November 1997 as a forestry student involved in measuring and forest management of CSR Softwoods plantation estate. In Dec 1998 Greg left the business and worked as a Forest Officer for Queensland Forestry in Western Queensland, managing forest operations in Hardwoods and Cypress Pine.

Greg returned back to the coast in April 2000 where he and his beautiful wife had the first of their three girls. He also returned to the site in a role with the resources department as Forest Resources Officer. Greg has moved throughout the site in leadership roles for the Logyard, Kilns and Boilers and the Greenmill/Sawshop.

Greg currently manages the operations at the Caboolture facility and reports directly to Craig Neale. This role is responsible for Green Process operations, Dry process operations, Maintenance, Quality and EH & S departments.

Currently Greg's life out of work consists of Gymnastics, softball, tutoring and anything else that involves being devoted to his girls and their activities. He loves to explore new places and try new things and has a rich history in the seafood industry, in particular oyster farming.

Greg's industry experience is predominantly in operations and fibre, in April he moved into the role of acting site manager. Greg is looking forward to expanding his knowledge of the business with the role. AKD's core pillars are reflected in the behaviours/attitudes of the personnel Greg has worked with onsite and encountered since the transition, he is excited about the opportunities for the people, the business and the AKD family.

Welcoming Scott Millis Sales Manager, Qld



Responsible for sales from the Caboolture Mill and AKD's sales activities in Queensland, Scott reports to Craig Neale and will work closely with Liam Buchanan and the Victorian sales team.

Scott has over thirty years' experience in the Building Supplies industry, holding managerial roles in the construction supply sector for the past twenty years.

Starting as an Estimator / Detailer in the roof truss industry, Scott was involved with detailing, production management and the management of large South East Queensland truss plants for the first part of his career, before moving into Senior Management roles with Fletchers and Weyerhaeuser, before settling into sales.

Before joining AKD Softwoods, Scott was the Northern Regional Building Supplies Sales Manager for Carter Holt Harvey Australia Wood products for ten years. Scott leads a sales team of five staff based at the Caboolture Mill after relocating the sales team from the Port of Brisbane.

The Northern Sales Team see the Caboolture acquisition by AKD Softwoods as an opportunity for a fresh start, as Scott and his team are passionate to see the Caboolture Mill be a sustainable, viable long term asset for the timber industry, AKD Softwoods and its' customers.

Unfortunately for Scott, he is a loyal Brisbane Lions supporter for many years, and after a decade of frustration, he has been known to come to work on Mondays in a bad mood (*it's been a bad run*).

Scott and his wife Natalie have four children (two girls and twin boys all under 10) and they live in the inner leafy western suburbs of Brisbane.



Welcoming John Marshall Site Manager, Yarram

John originally started at the Yarram sawmill in 1995 when it was established by Sunwood Timber. In 1998 the sawmill was purchased by NF McDonnell and Sons. It changed owners again in 2007 when it was purchased by Carter Holt Harvey until it was purchased by AKD in March 2018.

John has been the Site Manager during all this time. His role as Site Manager is to oversee the Production, OHS of workers and to drive continued improvement of site processes. He has seen many changes come into the processes of the Mill. He has a background in plant engineering and maintenance, which has been valuable during these changes. John will report to Craig Neale and will work closely with Liam Buchanan and the Victorian Sales team.

John's hobbies are fishing, outback camping trips and has an interest in farming.

John, as member to the AKD Team, is looking forward to the challenges and improvement that the long term commitment of AKD gives to the site. John is particularly excited about what it means to have a "true" sawmilling company as an owner. John is convinced that there are many opportunities to see the Yarram site as being "internationally competitive", at the same time as enjoying the benefits of being a small site that is focused. John is looking forward to the site focusing on conversion, recovery, producing the right products and seeing where this takes productivity. He will continue to focus on producing outdoor products.





Biggest Morning Tea

PRIZES

Teapot, cup and saucer – valued at \$79.90
- donated by Timeless Interiors

Caterpillar hoodie, socks and beanie pack – valued at \$100.00
- donated by Hip Pocket Colic

Car cleaning kit – valued at \$100.00
- donated by Repco Colic

5 x Double Movie Pass – total value \$120.00
- donated by AKD Softwoods

Fruit/Veggie Pack – valued at \$40.00
- donated by Garden of Eden
(leaves to pick up Thursday afternoon)

Biggest Morning Tea

PRIZES

Gift Vouchers:

Gravity Café & Bar – valued at \$50.00

5 x \$10 Food on Forest – total value \$50.00

2 x \$25 Fusion restaurant – total value \$50.00

2 x \$25 Reynolds IGA – total value \$50.00

Murnanes Butcher – valued at \$30.00

Hulms Bakery – total value \$30.00

Otway Blooms Florist – valued at \$25.00

2x coffee vouchers @ Hulms Bakery – value \$9ea





On Thursday 24th May, AKD Yarram, Caboolture, Portland, Colac and Jelfor participated in the World's Biggest Morning Tea. Australia's Biggest Morning Tea is an annual fundraising event that raises money for cancer support and research. This is a great opportunity for the workplace to come together, share a cuppa and support a great cause.

AKD has been touched by cancer far too many times through its employees and partners of employees, therefore when three Trinity College Colac students decided to get involved in this event, AKD Softwoods also thought it was a great idea to get behind this fundraising opportunity. The three Trinity College students who organised their local morning tea for Year 12 students and teachers, each have a parent who is fighting cancer. The bravery and selfishness of these students is what inspired AKD to also get involved.

Thank you to everyone who baked and brought a plate to share with your fellow co-workers.

Many thanks to the local businesses who donated prizes allowing us to have a raffle, and AKD's loyal customers who dug deep and donated to this amazing cause.

With money still coming in, the total AKD raised so far is \$3860.00. AKD also supported the Colac Trinity College fundraising with a **total raised being over \$12,000 combined**. AKD will be looking to break this fundraising total in 2019.

We are very proud of the individual contributions from our own morning tea's, raising:

- Yarram \$402.00
- Caboolture \$183.00
- Portland \$80.00
- Colac \$406.00
- Irrewarra \$125.00
- Jelfor \$50.00
- AKD shareholders \$2500

A massive thank you to all the local businesses who donated gift packs or vouchers, enabling us to run our raffles. This helped create a fun atmosphere and raise even more funds for the Cancer Council.





NEW COLAC SAWLINE COMES TO LIFE

On Monday the 26th of March 2018 the first log went through the new Sawline.

This was a source of much celebration both for AKD and USNR. That single log going down the line represents a big milestone in a 4 year project.

Wind the clock forward two months to the 26th of May and the line is now operating at speeds up to 180 meters per minute (the old line was fixed at 37m/min) and has become the primary Sawline at Colac with the old Vislander line only being used when the new line has issues that are likely to stop it for periods greater than 60 minutes.

At this stage it's probably fitting to explain the line through from "Log in" to "boards out".

Pictured below —Logs are fed by log loader onto a USNR Log Deck which feeds a "Springer" Spiral which not only singulates the logs but also creates a log line so that precise log gapping can commence.



Pictured right —From there the log goes through 2 scanners which measures the log and creates a 3D view of the log so that an optimized solution can be attributed to the log, maximizing value or volume.



Pictured left —The log then passes through a quad log turner that rotates the log to the optimum position. A further scanner at the back end of the log turner then verifies that the correct rotation was made.

The log infeed section is capable of slewing and skewing to best position the log for optimum board recovery.

Pictured right —From there the log travels through to a reciprocating Quad Head Rig with chipper canters at the front end. This means an opening face can be chipped and four jacket boards cut in a single pass. In the event the log is too big the line is capable of reversing the cant back and another pass can be made taking more jacket boards off. This gives our line real versatility—we think only 1 of 2 in the world with this function.



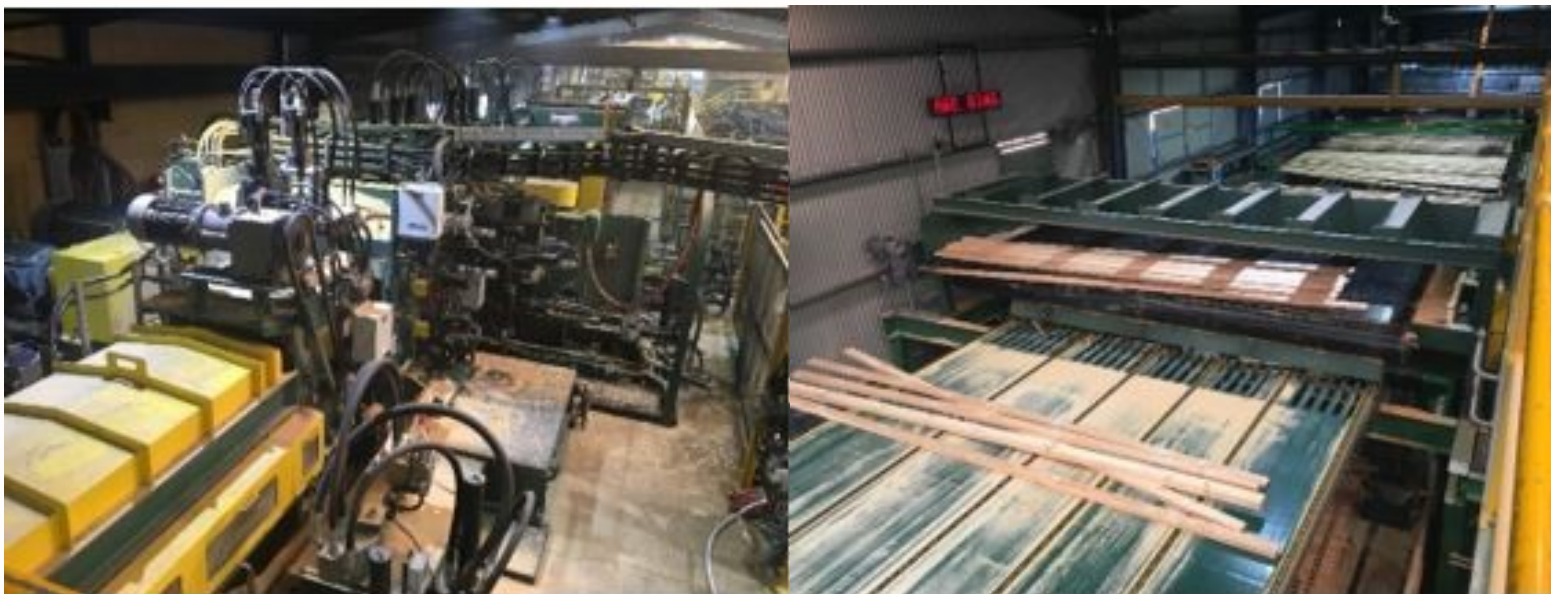


New Colac Sawline continued...



Pictured above —The jacket boards are transferred through to our existing shurman board edger while the center cant travels through another scanner. This scanner creates a 3 dimensional view of the “Cant”, from this an optimized cutting solution is for the Horizontal Shape Sawing Gang (HSS).

The cant travels to the HSS which is a double arbor 12 inch saw box capable of chipping the face of the cant and profiling a board on the outside of the flitch all while pivoting around the shape of the log so as to optimize the length result of the boards.



Pictured above —Boards then spill out onto a slat conveyor and merge onto the existing Green chain and through the existing board Sorter.

Pictured below—This whole process is monitored and controlled from one central location (the control room) with one operator.

While all this looks impressive it would not have been possible without the good work of the project team, and while you never like to single people out you have to give credit to Craig Campbell, Brady Wicks and Warren Eysers for the hours and hours of planning and execution that went into the install.

USNR have been a great partner during this project and even they say this is the smoothest startup they have been involved in, which speaks volumes for all involved. The USNR team were very complimentary towards the capabilities of the AKD team and the hospitality they received.

From an Operations, Maintenance and Optimization point of view we also need to acknowledge Michael Walker, Adam Harris and Tom O'Connor who have been integral in getting us up and producing as fast as we have.

These are just a few names that spring to mind, but there are literally hundreds of individuals that have had a hand in making this project the success it is. I would like to recognize all the operators, fitters and electricians who everyday make this project a success by their enthusiastic approach to making this line work.

While the project was justified around fiber recovery gains it has also given the Colac Greenmill the front-end capacity so now Luke, Michael, Adam and the team have the challenge of squeezing as much as they can out of the back end.

- John Browne, *Colac Operations Manager*





SEED TO SAWMILL

The Life Cycle of Our Forests

AKD owns nearly 8,000 hectares of pine plantation across South West and Central Victoria. Sites range from flat, deep sand based soils with moderate rainfall to the high rainfall, steep, clay based soils of the Otways. Each site offers different challenges throughout the rotation length of 30 to 35 years. At each rotation, we are using genetics, site preparation techniques and intensive early silviculture to improve the productivity of the land base.

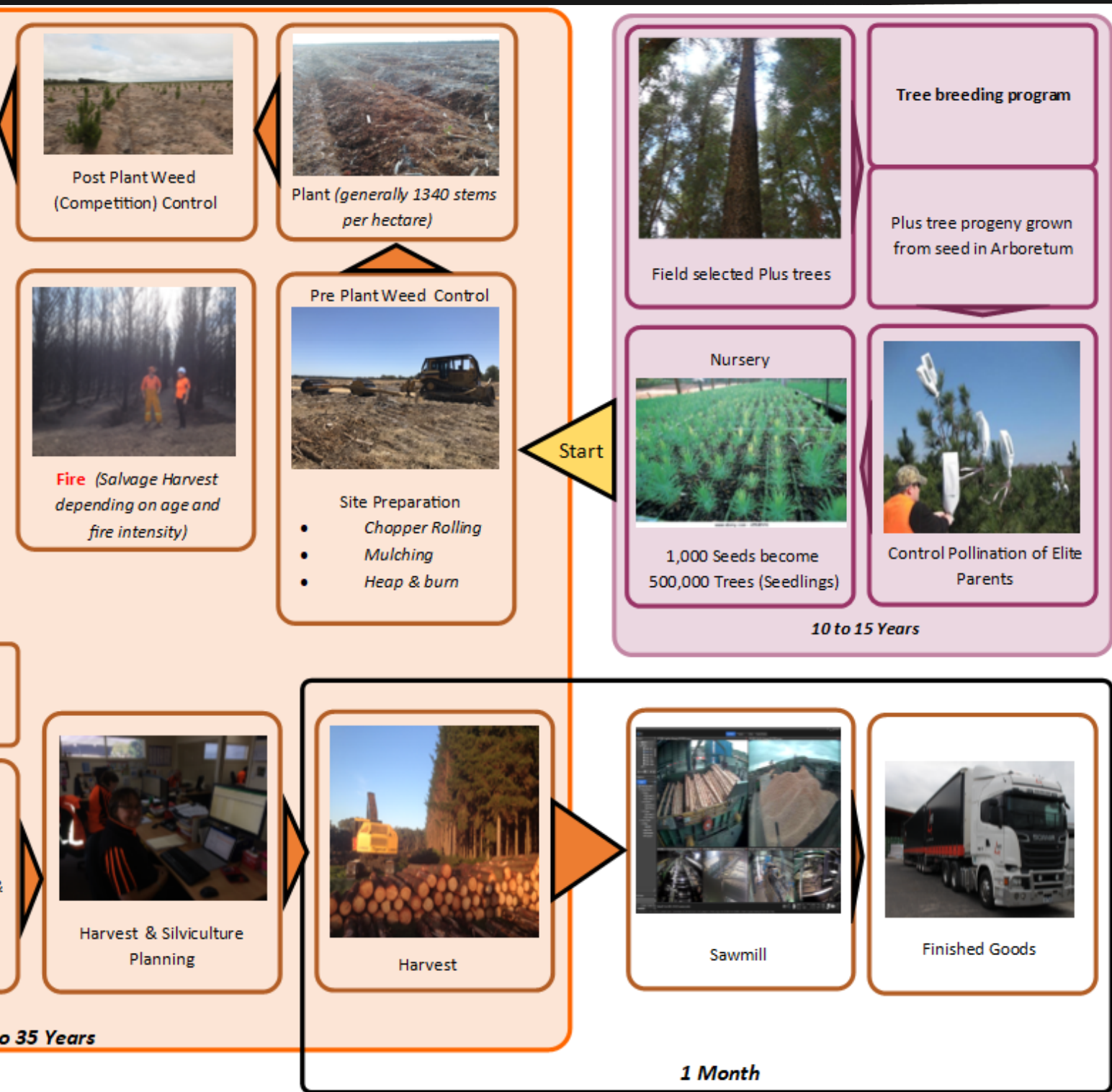
Tree Improvement Program

AKD has been a member of the STBA since 2004. AKD uses the elite material from this Industry wide breeding cooperative for its plantations.

- Neil Harris & Gordon Robson, *Forestry*



YEAR 0	YEAR 1	YEAR 0-3
Site Preparation <p>Following harvesting, we need to prepare the site for the next crop. On steeper ground this involves heaping and burning and on undulating-to-flat sites we use mulching or chopper-rolling. We use mulching and chopper-rolling to retain nutrients and organic matter on site. Most sites are then mounded to assist in drainage and to concentrate the nutrient rich topsoil to give the trees the best start in life.</p>	Planting <p>Cuttings produced by the nursery are hand planted - in 2018 we will be planting 500,000 plants and back in 2007, we planted over 1 million trees.</p>	Weed Control <p>Before and after planting, control of weeds that compete for soil moisture, nutrients and light need to be controlled. This can be through herbicide application by ground or aerial techniques or by motor manual methods such as brushcutting.</p>



YEAR 1, 20

Fertiliser

Some sites may receive a spot application of fertiliser at planting to give them an early kick, and at age 3 years foliar analysis in all plantations is undertaken to check for deficiencies. Aerial applications of fertiliser can occur then or at a later date after thinning to promote health and growth.

YEARS 12,18, 24

Thinning

Thinning is carried out to maintain health and vigour, with removal of the poorer trees to allow the dominant trees to excel. Two to three thinnings are used at 5-6 year intervals to maintain stand stability and site occupancy, maximising productivity and wood quality. Products from thinnings are small sawlogs, preservation posts, export grade logs and pulplogs.

YEAR 30-35

Clearfall Harvesting

Once trees reach 30 to 35 years they are at their optimum for growth rates and are clearfall (CF) harvested. Products from CF operations are mainly high quality sawlogs for our sawmills as well as some export logs that do not meet our specifications and pulplogs.



Trucking in Dispatch

There appears to be a lot of AKD trucks running up and down the Princes Hwy between Colac and Geelong and for good reason. We have timber trucks and residue trucks running to Geelong and beyond, and closer to Colac our shuttle trucks operating between the two mills.

In total we have 11 trucks in the AKD Colac fleet (plus one spare) driven by 15 drivers towing a combination tautliner, walking floor and flat top trailer sets in either b-double or single combinations.

Typically, our timber drivers will take a B-double load of timber into Melbourne (Dandenong or Campbellfield) starting at 3am and returning to Colac mid-morning to collect a single trailer load of timber for delivery to either Geelong, Ballarat or Warrnambool. The drivers

return mid-afternoon to tie down their trailer sets ready for the next day.

Often, they will do a country run that may be as far as Traralgon, Albury, Cobram, Echuca/Moama, Swan Hill or Mt Gambier and include drops to multiple customers along the way.

In recent times the timber drivers have also been assisting our shuttle drivers bring in timber from Irrewarra.

The Residue drivers cart chip between our Colac and Irrewarra Mills to SPE (Softwood Plantation Exporters) at North Geelong, where the chip is warehoused then loaded on ships for export to Asia. These trucks run 24 hours a day, shared between 2 drivers and often run on weekends to keep up with chip produced from the green mills. A return trip between Colac takes around 3 hours including loading and unloading.

We also have a truck that runs shavings across to Borg in Mt Gambier (for use in particle boards) and brings back Hans Scheidl timber to either our Colac or Irrewarra Green Mills for processing.

Our shuttle trucks run between the Irrewarra and Colac mills bringing in Green Fillet material for drying in Colac. The shuttles also run loads to CMTP and Shelton timber taking out packs for treatment and bringing them back once treated. These drivers also run material between the Colac AKD store and Irrewarra, move trailer sets around the yard and help out the timber drivers with timber loads when required.

Next time you're travelling through road works along the Princes Highway give a thought to our drivers who navigate this daily multiple time a day.

- Gary Dolan, *Dispatch Manager*



Engineered Wood Products April 2018



It has been a steady 4 months since the Christmas break on the EWP side of the road.

We have had new employee's join our team and they have fitted in well with Locky Warton in treatment, Craig Hardingham ,Reece Lucinsky and Jack Williamson at the Paul Docker.

Scott Haslem has come across to EWP to continue his apprenticeship with Joe in the grinding room and working with the moulder and finger jointer.

Nathan Hellier and Jacob Stark have moved on to do other things so we wish them well with their future.

The treatment plant running around the clock with 3 shifts keeps the wrapping stands full and a constant stream of treated timber going out the door.

Since January producing 5,106 of T2 and 4,916 Eco treated packs.

Joes team on the Finger Jointer and Moulder produce a range of different finished goods products.

Firstly taking shook produced from the Paul Docker and joining these pieces together into 5.4 metre lengths. These lengths are then run through the moulder to create a variety of finished goods from picture frame material, Internal

timbers for furniture to roof batons for the internal structure of roofs. They also run wider boards through the moulder that ends up in furniture, shelving and even bee hives.

The paul docker has been steady with the guy's working hard hand stacking packs as they come of the chains. Since Jan 1st to March 3,236 packs have been manually stacked by the guy's and more than 500 bins of shook destined for the Finger Jointer have been filled.

More fun facts for the first 3 months of 2018

The input of the Paul Docker has taken 217,873 pieces of timber and turned it into 851,666 usable pieces.

The Finger Jointer team have physically handled over half a million small pieces as they are in fed and graded and turned into 31,210 5.4 metre lengths for further production.

The treatment plant has turned out nearly 4 million lineal meters of treated wood.

The Moulder has run over 1.4 million cube turning it into 643 packs, both finished goods and machining timber for further processing.

I would like to say well done to the EWP team on their safety record with well over a year with out lost time through injury

and low number of incidents over all, well done to all.

Looking forward to the rest of 2018 being a successful one.

- Daryl Lawrence,
Colac EWP Supervisor





MEET AKD'S NEW COLAC APPRENTICES



*Back Row (L-R): Keith Shields, Terry Baulch, Stewart Sherrin, Kenneth Hellier
Front Row (L-R): Steven Luppino, Cameron Gibson, Angus McConachy
Absent—Kye Johnstone, pictured far right on next page*

At AKD Softwoods, we strongly support the development of our employees. One large and important development area is our trade based Apprenticeship Program. Since 2010, we have engaged and supported more than 40 people in their path to become trade qualified.

A concerted effort over recent years has been made to grow and sustain this program. It is therefore with great pleasure that we welcome **8 new apprentices** into the program. This brings our program up to 17 active apprentices across the following trades: Fitting & Machining, Saw Doctoring, Wood Machining and Electrical.

It is with even greater pleasure that 6 of these **newly appointed apprentices** have been appointed from within our current workforce:

New Mechanical Fitter Apprentices:

- § Kenneth Hellier- over 2 ½ years service in the Greenmill, undertaking a key role as main line operator.
- § Keith Shields- around 3 ½ years service in the Greenmill, undertaking a key role as main line operator.
- § Stewart Sheerin- over 3 ½ years service in the Irrewarra Greenmill, working in production while supporting maintenance activity.
- § Terry Baulch- over 3 ½ years service in the Drymill, with the last year as afternoon shift supervisor.

New Saw Doctor Apprentices:

- § Steven Luppino- over 1 year service in the Drymill, line operator and forklift activity.
- § Cameron Gibson- new employee specifically for this role.

New Wood Machining Apprentice:

- § Kye Johnstone- just under 1 ½ years service in the Drymill, supporting activities in the Drymill machining areas.

New Electrical Apprentice:

- § Angus McConachy- new employee specifically for this role.

Past history has demonstrated great benefits of internal developments into the Apprenticeship Program. With many of our current qualified tradespeople and apprentices coming through this stream. We believe it enhances AKD through retaining key personnel, creates additional career diversity and options, transfer operational experiences and skills, and it helps build solid relationships between departments.

Having more skilled trade qualified employees is obviously a benefit to AKD, however, we also love the fact that this provides individuals with a personal opportunity to develop skills which they will carry with them for life.

Each of the successful candidates have been selected on their own merit, with a number of key aspects taken into the selection process, including: their commitment to AKD and their job, operational excellence, attendance, mechanical aptitude and communication, interpersonal and problem solving skills. A willingness to learn, commitment and dedication required to complete a trade apprenticeship was also considered.

The new trainees had very similar reasons for wanting to begin an apprenticeship. They all wanted to challenge and develop themselves with new skills and knowledge; seeing this as a valuable opportunity in growing their abilities and progressing with AKD.

A massive congratulations and welcome to all the new apprentices and we wish them well over the course of their apprenticeship.

If you are interested in developing in a different career, keep an eye out for potential opportunities like this in the future.

With the success of the Colac Apprenticeship Program, we look forward to rolling out to our new sites Yarram and Caboolture and looking for apprentices at our Post and Pole sites as well.

- Mark Costolloe, *Training Manager*



Kye Johnstone at the Creswick Timber Training Centre



SNAPSHOT

NEW TEAM MEMBERS



Yarram—36
Caboolture—98
employees

YARRAM



Produces fencing,
landscape &
garden products

CABOOLTURE



2 main products are
70x35 and 90x45
mainly used for
framing

IT—CABOOLTURE & YARRAM



60 new PC's
34 new laptops
176 new monitors
94 new keyboard & mice
315 cables tested/tagged

IRREWARRA



The Irrewarra team were
able to achieve **4 new log
length production records**
during March

WEIGH BRIDGE



77,250 tonne
of logs have come into
AKD Colac & Irrewarra
In Jan-Mar 2018

FÜN FACTS



- A “jiffy” is the scientific name for 1/100th of a second
- Our eyes are always the same size from birth, but our nose and ears never stop growing.
- Just like fingerprints, everyone has different tongue prints.
- For every human on Earth there are 1.6 million ants.
- Male dogs lift their legs when they are urinating for a reason. They are trying to leave their mark higher so that it gives off the message that they are tall and intimidating.
- Months that begin on a Sunday will always have a “Friday the 13th.”
- $111,111,111 \times 111,111,111 = 12,345,678,987,654,321$
- The chance of you dying on the way to get lottery tickets is greater than your chance of winning.
- Movie trailers were originally shown after the movie, which is why they were called ‘trailer’s.
- When hippos are upset, their sweat turns red.
- Bananas are curved because they grow toward the sun.
- Russell Rodda’s mobile ring tone is Taylor Swift’s “Shake it off”

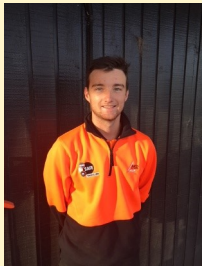
Congratulations!

Congratulations to the
following staff on
reaching a milestone
this Mar-Apr 2018

Name	Start Date	Yrs Service
Gregory Street	7/04/1988	30
Mark Henriksen	30/04/1993	25
Trevor Smedley	25/03/2008	10
Michael Malone	14/04/2008	10
Chris Dix	28/04/2008	10
Robert Thamm	3/03/2008	10

New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Mar-Apr 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.



Angus McConachy
Colac - ELECT



Rachael Bracegirdle
Colac - DMC



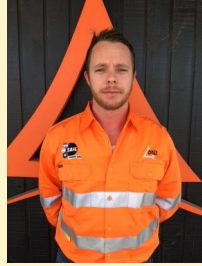
Keenan Hickey
Colac - IRR



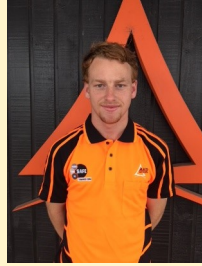
Taj Merrett
Colac - DMC



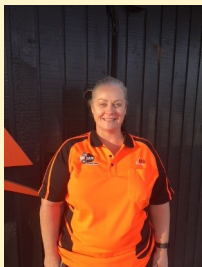
Cameron Gibson
Colac—SAW



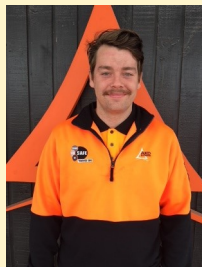
Matt Ross-Watson
Colac - RMC



Clay Mulgrew
Colac - DMC



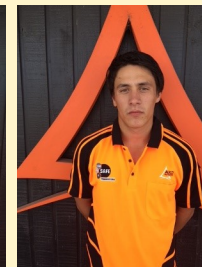
Kim Reid
Colac - DMC



Robert Reid
Colac - RMC



Owen Smith
Colac - IRR



Leigh Gorwell
Colac - DMC



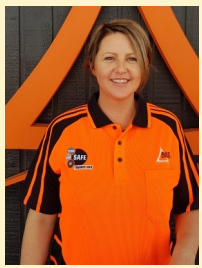
Adam Vesey
Colac - DMC



Michael Sanders
Colac - LOG



Stuart Mayor
Colac - GMC



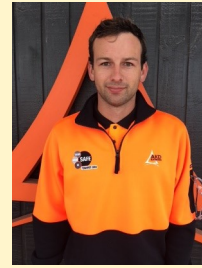
Gayle Stevens
Colac - EWP



Charlie Unwin
Colac - EWP



Scott Smeaton
Colac - SAW



Ian Gibb
Colac -IRR



Ian Tebbutt
Colac - TECH



Congratulations to
DARCY OBORE
for being on top of
the leader board
after **ROUND 8**
of the
AKD Footy
Tipping Comp.

Darcy received a
coles myer gift card.



FLU VACCINATIONS

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

We had an over whelming response,
resulting in the following numbers:

	Employees	Family Members
Caboolture	26	4
Colac	122	98
Jelfor	5	0
Portland	7	0
Yarram	31	0

We look forward to increasing numbers in coming years,
aiming to get 100% participation.



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PURCHASING Department



news

It's been a busy few months in the store expanding our spare parts to support the new green mill line, this has involved relocating quite a few items and installing additional storage shelving to accommodate these new parts.

These parts arrived in more than a dozen large crates from the United States of America and consist of over 400 line items of new stock to be held in support of the new Green mill line alone, these parts range from small nuts & bolts to filters, bearings, valves right up to big and bulky items such as large cylinders and motor/gearbox units, they have all been housed in the stores building.

All this while continuing day to day business keeping parts ticking over for all of your work areas has been a huge effort by the stores team. I would like to thank the team for their efforts during this time.

- Glenn Lacny, Stores/Procurement Supervisor



Team Stores/Purchasing (L-R): Reegan Harty, Brent Hateley & Glenn Lacny

SAWSHOP NEWS

Over the past year, the company has grown with the new USNR green mill, therefore we had a need to upgrade in the sawshop and purchase new and accurate machinery. The first upgrade, pictured to the right, was buying a new Iseli side grinder for the bandsaws. The EM 300 is one of the latest and greatest pieces of machinery on the market today. The ability to side grind every tooth from a freshly re tipped saw to a saw that is ready to run with only one lap, instead 6 or 7 laps, is saving a huge amount of time.



The other new and exciting piece of machinery that was purchased is the "Iseli RZ1" this is an automatic benching and levelling machine for bandsaws. Not everyone will see or bench a saw exactly the same as the next bloke. The advantages of the RZ1 allows us to have each saw exactly the same (consistency), will be a big advantage when the new mill is up and running knowing that each saw is done exactly the same. So when we have 4 saws running on the new quad this will ensure that not one saw will be different, which could cause trouble. If a saw is damaged, hours are usually required to repair the saw, the RZ1 can now fix the saw in less time. We can place the saw on the machine and set it going over night and come in the next day with the saw finished and ready to go. This lift in productivity in our sawshop allows us more time to fix and sharpen other saws in the sawshop and spend more time in the sawmills on proactive tasks. The RZ1 is also a great learning tool for the new apprentices, as they can bench a saw manually and then put it on the RZ1 and it will tell them how close the saw is to the tolerances we are chasing.

- Matthew Laity, Sawshop Supervisor

COLAC

Leisure Runners Inc.

Colac Leisure runners Inc. reformed in mid 2017, after a 6 year break. Our new committee consists of President Liam Power, Treasurer Amy Baudinette, Secretary Toni Egan, and committee member Judy Skinner.

We have had 9 events so far and another 15 scheduled for the remainder of 2018. We are focusing on attracting as many different people as we can eg. new mums that could do with some time out for a short walk and meet new people, people trying to increase their fitness or learning to run but also those serious runners that want to beat their PB at their favourite distance.

We have about 120 people registered and an average of 25 attending each event. Our events are approximately every 3 weeks on various days and times to meet everyone's needs. Membership is \$20 for all runs this year or \$5 per event. We also have singlets available for \$30 each.

For those people that have attended regularly, we hope to be able to add in a handicap system (where a person who can finish 5km in 20mins might start 20 mins after everyone else, so the aim would be for everyone to finish around the same time). We would like to offer prizes for those beating their PBs.

Our events for this year are at various locations including laps of The Colac Botanic Gardens, The Colac Lake foreshore, Birman to Kwarren trail (part of the beech you rail trail) and a short but hilly run at Red rock.

Meet the President: Liam Power

Liam started running to keep fit for soccer (Colac Otway Rovers) which is his main sport. He soon found himself signing up for fun runs and using training as a way to put on some tunes and take his frustrations on the pavement.

Liam has completed 4 half marathons, 1x16km Otway trail run and a few 5km events. His ultimate running goal is to beat his current PB of 1hr 47mins for a half marathon, and hit 1hr 40mins.

Meet the Secretary: Toni Egan

Toni first started learning to run after signing up to do her first 5km run/walk in support of a friend who had lost a baby, the event being Geelong River run for SIDS.

Being a slow walker and not wanting to be last she decided to learn to run. Toni also soon found it to be a great stress reliever and a way to switch off from the world for even just 30mins.



Toni highly encourages everyone to get out and be active in any form to improve mental health and general fitness.

Toni has just completed her 5th Geelong River Run 5km event, and hopes to continue attending as an annual tradition to raise much needed funds for SIDS research and support all her friends who have angel babies.

Toni's goals are to do 5km under 30mins, current PB is 38:33, and then increase distances and attend some bigger inner city events like Run for kids and Melbourne Marathon.

Colac Leisure Runners Inc. always welcomes more committee members and participants.

If you are interested you can contact any of us on Facebook via our page @colac leisure runners inc. or call or SMS Amy 0488 444 426 or Toni 0428 312 346 or email colacleisure.runnersinc@hotmail.com or just come along to one of our next events.



Pictured above (L-R): AKD Employees Jade Egan, Liam Power, Joanne Foster and daughter Kiara



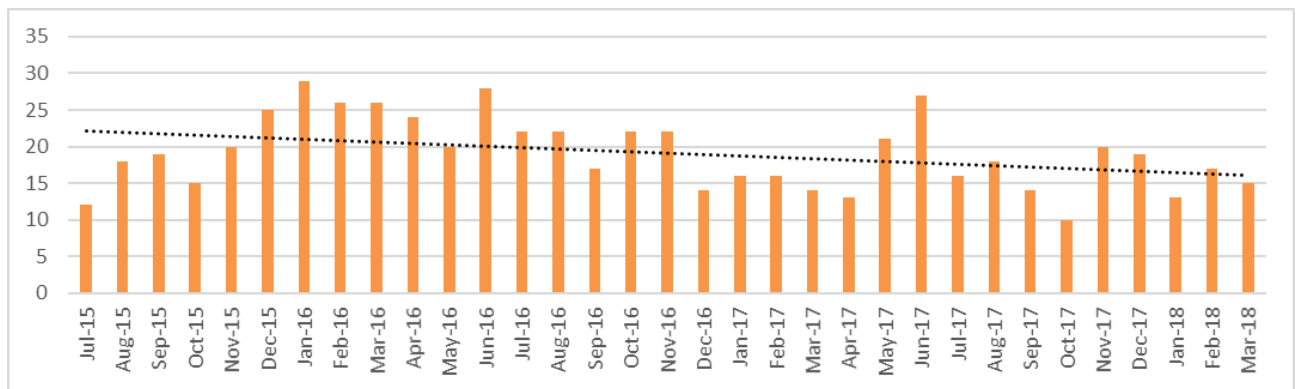


Are we heading in the right direction???

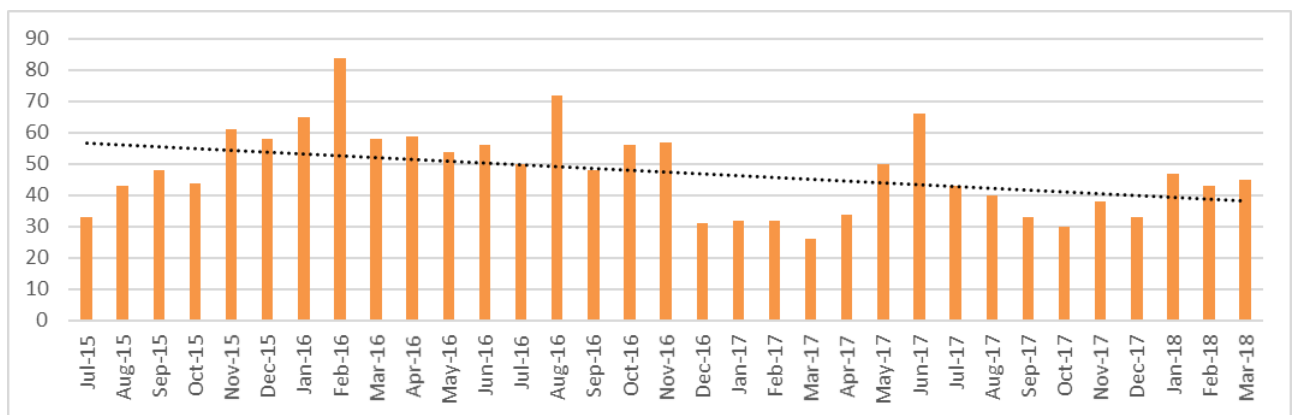
So, I took a couple of extra days leave over Easter and found myself doing a bit of 'self-reflection'. My very first thought was, OMG I have been at AKD for nearly 3 years now – where has that time gone??? I then started to think; what have I achieved over that time? Self-doubt started to kick in – “have I achieved enough, are we focusing on the right things and most importantly; **are we heading in the right direction???**” I started deep diving into these questions and I realised very quickly that I needed a wine! that the image below couldn't sum things up any better!

We have had ups & we have had downs, we have improved in areas and we have found areas that need improving – but what is important to remember, is that we will never get to a specific date or point in time where we can say “*we are finally there*”. We will always find improvements & ways to do things better; and so long as we continue to improve then **we are heading in the right direction** (even though it feels like we are going around in circles at times)!

Yes, people are still being injured – but the trend is **heading in the right direction**:



Yes, we are still seeing incidents reported each month – but the trend is **heading in the right direction**:



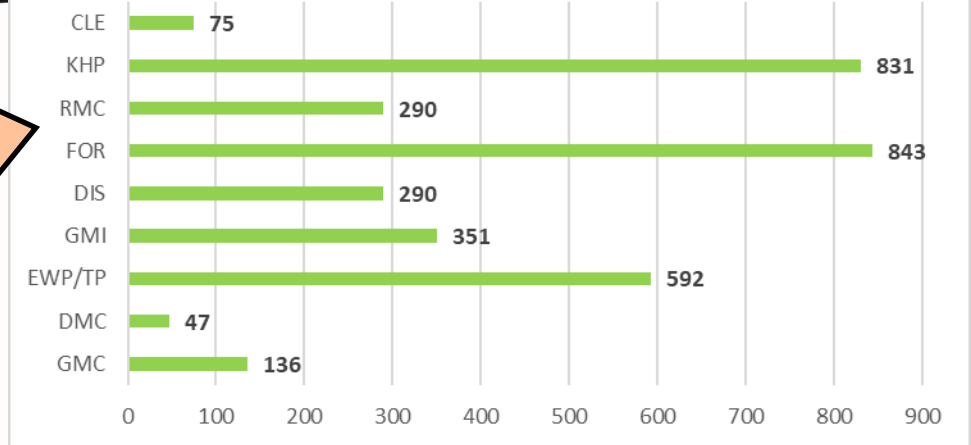
Is our goal of **Towards Zero** achievable and something we believe in?



This is how many days these departments have gone without a Lost Time Injury:

Kilns = 831 (over 2 years)
Forestry = 843 (over 2 years)
EWP/Treatment Plant = 592

Great work teams!!!

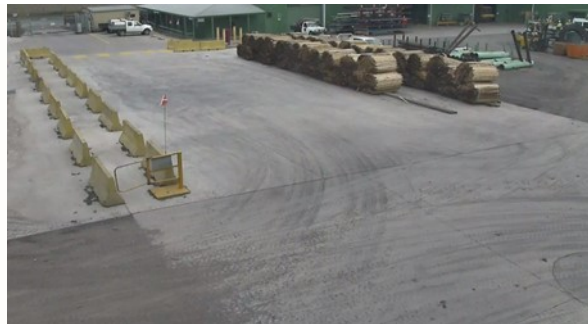


Proactive change at Colac & Irrewarra

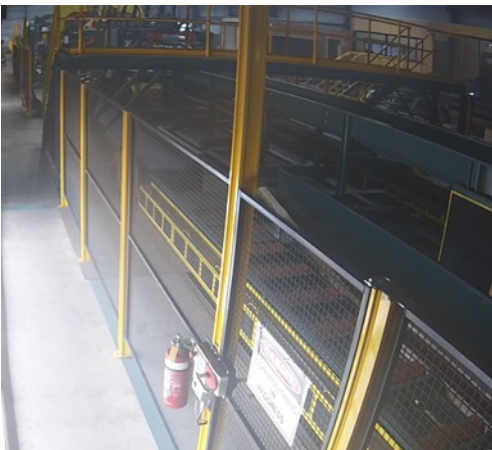
As a business, we are committed to improving! Here are some examples of what's being done to improve safety – **we are heading in the right direction!!!**



Safety light features on mobile plant to improve visibility & to maintain safe distances between mobile plant and pedestrians.



More & more concrete being poured around site to improve yard conditions



New Sawline with interlock gates to allow for safe access.



Improvements don't happen by chance, it takes a team effort and a lot of planning, communication, hard work and sometimes even a bit of 'trial & error'. If you have some ideas on areas for improvement, talk to your SIG member, Supervisor or Manager – we want to hear them!





CEO CORNER

with Shane Vicary

have a solid reputation of “doing what we say we will”... and we did! This gives our shareholders, financiers, suppliers, customers and communities confidence in us as a company and as a group of employees. With their confidence, our desire to perform, with clear goals, we will be successful in our endeavours.

Reflecting on the month of March it makes me think of our business purpose and the Core Pillars. As a company our business purpose is our “**beacon on the hill**”. We look at this as our guiding light around our decision-making, from our big strategic decisions right down to our day-to-day operational decisions. So, when I think of the new sawline and acquisition of the two new businesses, I think of how they relate to our purpose and our pillars.



The word pillars makes me think of the Greek or Roman buildings with the large marble pillars at the front. Now like a building, we need all the pillars in equal size and strength otherwise the building will not be in balance.

When I think of our “pillars” relative to our new sawline and the acquisition of the new mills and articles in this splinter, I would make the following comments...

- The investment in the new sawline at Colac and acquisition of the Caboolture and Yarram sites is a **long-term commitment** to our industry, and to these sites.
- The Colac sawline is one of the most modern sawlines in the **world**, helping ensure we are **Internationally Competitive**. The new sawline has been designed right from conception through construction to final operation with **safety** as a primary driver.
- The new sawmills have positive safety cultures (**zero harm**) and we look to shared learning's across the multiple sites. AKD will now look to the new sites to learn from them and introduce what we know. The continual development of our Apprenticeship program is a **long term commitment**. All of this combines to be a focus on continually building our **culture** of being a **high performing team**.
- Finally, relationships are core to our business, with customers, suppliers, shareholders, financiers, insurers, community and finally, and most importantly, our **employees**. Having strong mutually beneficial **relationships** is a key pillar to our business.

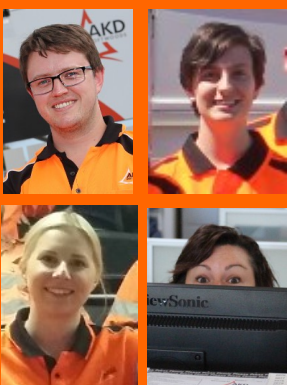
Please have a look at Toni's section on safety and the graphs. The trends these graphs show tell us we are heading in the right direction - Safety is a journey, not a destination. Whilst we do need to recognise the trend is good, we are still having incidents and accidents. So, are **we**, are **you**, doing enough? Traditionally winter (May, June & July) is one of the toughest periods. Please be vigilant.

This splinter is also our last as being a Colac centric organisation and I look forward to seeing a bigger document with contributions from all of our sites.

As a final word we acquired some sawmill assets, but we merged three fantastic teams of people together. The first day at Caboolture and at Yarram would be absolute career highlights for me. They were two of the most enjoyable days of my working life. A great team can achieve great accomplishments. We have an exciting time in front of us.

- Be Safe,

Thank you



Thankyou to the Splinter team;

- Clark Rodger,
- Sophie Ross,
- Bree Meesen &
- Rachelle Neale

Monthly Contributions:

- David McGinness
- Team Caboolture
- James Kruss
- John Browne
- Neil Harris
- Gordon Robson
- Gary Dolan
- Daryl Lawrence
- Mark Costoloe
- Glenn Lacny
- Matthew Laity
- Toni Egan
- Toni Kirkup

