

THE SPLINTER

MAY 18—JULY 18
EDITION 23

AKD EMPLOYEE NEWSLETTER



PROJECT BLUE

AKD to purchase NSW sawmill, treatment facility and distribution centre.

PRIME MINISTER VISITS CABOOLTURE

Prime Minister Malcolm Turnbull announces the expansion of AKD Sawmill

SERVICE RECOGNITION

Employees celebrating 20-30 years of service, as well as retirement.



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Congratulations Tony Watts on 30 Years Service at AKD Caboolture



Congratulations to Tony Watts, who has dedicated 30 years of his working career to the team at Caboolture. Tony has been an integral member of the team, starting with the company on 25th July, 1988. Originally starting on the Green Chain stacking timber under the ownership of Wilco Timber Production.

When Tony became a part of the team at Caboolture, he was lucky enough to be put on stacking the 4 x 1½" boards which he assures us, had him completely flat out ! In his 30 years on site, Tony has seen a lot of changes. Back when he first started you'd need your gumboots on a wet day, and there was a good chance by the end of the day your gumboots would also be full of mud. Packs used to be stacked on the dirt and there were 20 people on the Green Chain pulling timber.

Tony spends a lot of his time operating the Quad Bandsaw, which he enjoys, as he gets to set the tempo of the mill and pushes the team hard.

When we asked Tony what was on his wish list for the next 10 years, he had one answer: **A new sawline**

Before Tony joined the team in the Caboolture Greenmill, his previous work was driving tractors and ploughing fields on the farm.

Outside of work Tony is a passionate member of the local Gun Club, where he meets a diverse range of different people from varied backgrounds. He enjoys sharing his passion with people from all walks of life, and different professions. He also enjoys getting out and about in Queensland and making the most of every opportunity to go bush in his 4WD.

Congratulations Tony and we look forward to celebrating with you at Lumber Legends this year.

- Christian Gibbs, *Green Process Manager*



*Pictured middle & bottom —Tony with
Partner Kathy in Egypt 1997.*

Congratulations Jim Zielke on 30 Years Service at AKD Caboolture



Congratulations to Jim Zielke who has reached the milestone of 30 years service on the Caboolture site on 11th July 2018.

Prior to joining the Caboolture team, Jim was a groundskeeper for the Council, maintaining the botanical gardens for 11 years. Jim still finds joy in maintaining the gardens around home on the weekends and is a keen green thumb.

When Jim came to the Caboolture region, he was pounding the pavement looking for work, he stopped in at a Barbershop to try his luck, they didn't have anything available for him, but they sent him towards the Sawmill which had just reopened after a fire in 1988. Jim found his start at the Sawmill, and was directed to the Green Chain, where everyone new started. He found the first two weeks to be tough but he stuck with it and kept persevering and 30 years later he's still going!!

Jim is an invaluable member of our team, and does an exceptional job at running the Greenmill Sorter, with a fantastic run rate which he loves to get feedback about.

Thank you for your service Jim, we appreciate the hard work you put in and we look forward to celebrating with you at this years Lumber Legends.

"Jim is a hard-working employee, who stays focused on the tasks before him and his work is consistently of excellent quality. Jim's run rates at the Greenmill Sorter are strong and consistent. He is one of our top operators" - Dan Wall, Greenmill Team Leader

"Jim has been a valuable team member and has helped us achieve our goals in the Green Process, he does an exceptional job in achieving and maintain run rates whilst he is operating the Greenmill Sorter" - Christian Gibbs, Green Process Manager

"Always Delivering 100% to what ever task he is assigned. Jim prides himself on doing a great job and is a real team player." - Greg Levinge, Site Manager

- Christian Gibbs, Green Process Manager



Jim pictured on the Caboolture Greenmill sorter 2018





Mark (Hendo) Henriksen Makes the Quarter Century at AKD Colac



Congratulations to Mark Henriksen for clocking up 25 years with AKD Softwoods.

Mark's first job in the industry was "tailing" out at Murnane's old hardwood sawmill in Colac. About one year later in 1993 he saw the light and changed from hardwood to softwood, by joining the team at Irrewarra which was then owned by VicTree. While it doesn't feel like it to Mark, that was now 25 years ago.

Mark worked with leaders at VicTree such as Tom McGrath and Graeme Sturzigar for the next 5 years before AKD purchased the business. Mark was employed by AKD when the purchase of Irrewarra sawmill was completed, but before the sale was finalized, the CEO at the time, John Hayden (current Director) interviewed the employees and deemed Mark to be multi skilled and a good fit for AKD so he was offered a job.

A huge inspiration to Mark was Steve Bailey. Steve trained Mark to become a Team Leader, and to this day, Mark fondly remembers Steve and cherishes his mentorship. Mark quickly worked his way up to Team Leader in the Sawmill before transferring across to the Irrewarra Kilns around 2012 where he stayed up until the commissioning of the Colac CDK's in 2015, at which point the Irrewarra Kilns were closed.

Mark did a brief stint in the CDK's before moving to the Colac Sawmill, where he is to this day working on the Forklift and rotating occasionally through the Trimsaws, Sorter, Stacker and Label/Strap area.

Mark has fitted in brilliantly with the afternoon shift Colac sawmill crew and is highly regarded by all that work with him.



On a personal level, I have always appreciated Hendo's honesty and openness. We may not always see eye to eye, but we always know where we stand and that's all you can ask.

Congratulations Mark and all the best for the next 25 years at AKD Softwoods.

-John Browne,
Colac Operations Manager



(L) Mark pictured with his partner Corina at the 2017 Lumber Legends and (R) Anthony Maxfield, Bob Newtown with Hendo celebrating last year also at the Lumber Legends.

CONGRATULATIONS BRENDAN ON 20 YEARS SERVICE AT PORTLAND PINE PRODUCTS



Brendan Coustley, or “Couta” as he is known, celebrated his 20th year of service on the 15th of June at Portland Pine Products (PPP).

Brendan started work at PPP on a machine called a “rounder” which produced a perfect cylinder post. After a couple of years, Couta then went to work on afternoon shift where he began driving a loader. He also learnt during that period to unload trucks. Couta then began work on the loader during the day, he became a union rep around 10yrs ago and has represented the employees through four EBA negotiations. He is a widely respected employee and has recently taken on the role as Production Supervisor.

We asked Brendan some questions:

What’s been the biggest change(s) since you started?

Safety, for example when I first started there was no hi-vis clothing and a lot of the machines only had rudimentary guarding eg. although the peeler had a guard you had to use a stick to push the log into the peeler. The cambio machine had a guard but it could be opened at any time, not like today where it has a timer and interlock to ensure the machine is stopped before you can open the guard. Safety has come a long way since then, there was no safe operating procedures with the level of detail we have today.

What has been the best part about working at PPP?

The people!! I have met some real characters and a wide variety of personalities during my time at PPP. I have worked alongside people who have been lifelong friends, and I really enjoy the camaraderie you get from working with the guys. I also blame them for the blood pressure tablets I now have to take.

“Brendan has seen quite the transformation during his time at PPP, from a Drymill with a peeler to now a fully dedicated peeler operation. I have enjoyed and respected working with Brendan on union matters as he has a common sense approach when dealing with issues. I wish him all the best for the next 20 yrs.” - *Peter Herde, General Manager of Post and Poles, formerly Site Manager*

“In my time at PPP, Brendan has been a great asset. He has assisted me in finding my feet in the Site Manager’s role and he has taken on the responsibility of being the Production Supervisor. He is a friendly guy who always looks for the lighter side of issues and doesn’t get hung up on the personalities involved and sticks to the subject. The glass is always half full with Brendan” - *Wayne Lawson, Site Manager*

“Brendan is always up for a laugh in the morning during the toolbox. He’s easy to get along with and doesn’t take anything personally”. - *John Selwood, Production employee*

Brendan’s hobbies include guns, speedboats, gaming and mountain bikes. On Brendan’s anniversary a BBQ was held in his honour and we presented him with a voucher from his favourite gun store in Colac. A number of former employees came to celebrate the occasion including Mart Hayden the former Site Manager, who also said a few words.

Congratulations and thank you for your 20 years of service Brendan, and we look forward to celebrating with you at Lumber Legends this year.

- *Wayne Lawson, PPP Site Manager*

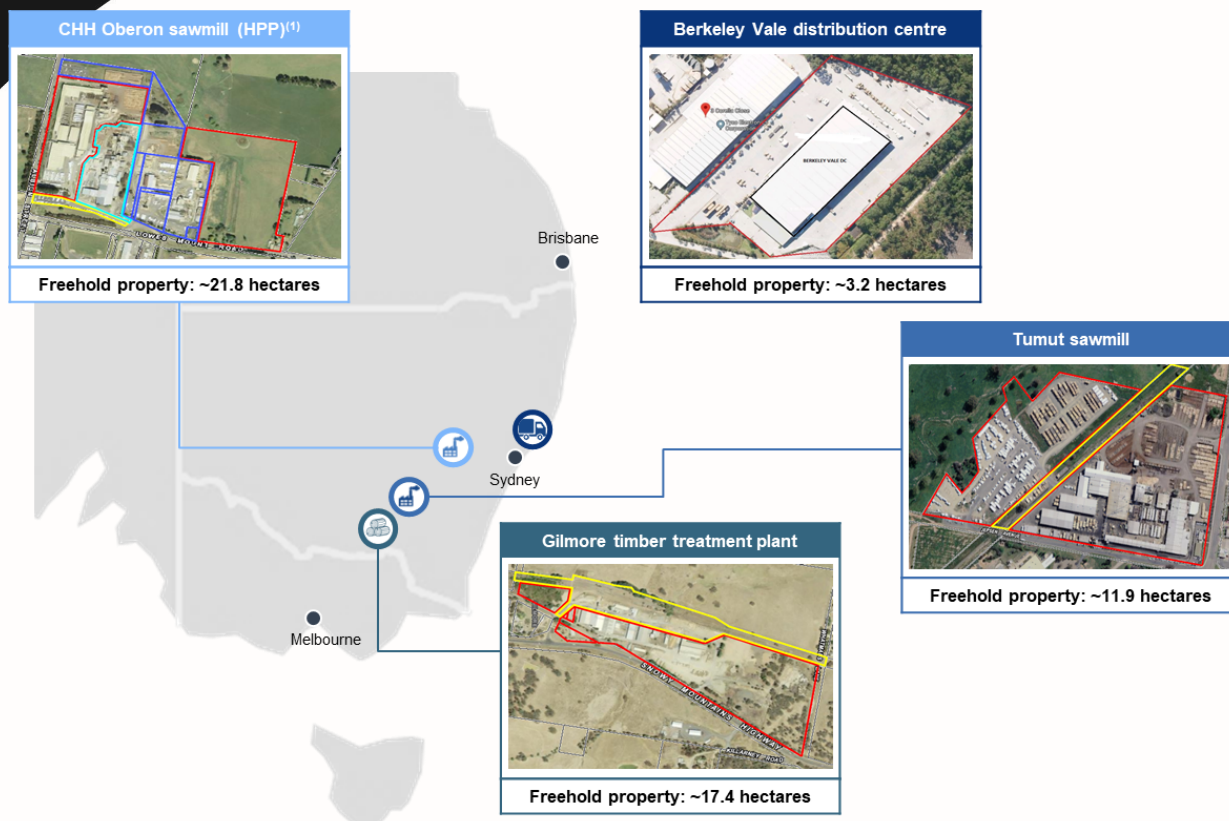




PROJECT BLUE

Another big announcement for AKD!

On Wednesday 25th July, the AKD directors signed a contract to buy Carter Holt Harvey Timber Pty Ltd (CHHT), the company that owns the Tumut Sawmill and Gilmore Treatment Facility, a 50% share in the Oberon Sawmill and the Berkley Vale Distribution Centre, all in New South Wales.



The signing of contracts represented a significant milestone in “Project Blue” a due diligence exercise that has involved six months of hard work by a small project team that has been evaluating the purchase of these sawmilling assets since January.

So, what makes this acquisition attractive to AKD?

The acquisition of these sawmills represents a huge step forward for AKD, we will now have an annual sawlog input of almost 2 million cubic metres across the six sawmilling operations. Buying these mills is consistent with our core business of sawmilling and enhances our ability to service new and existing customers on the east coast. Both sawmills are situated nearby large softwood plantations, in regional locations similar to Colac with a stable and committed workforce that we hope will embrace AKD’s values and way of doing business.

What happens now?

AKD is aiming to take over the operations by November 1, 2018 which gives us approximately 90 days to prepare for Day 1 at each site. **Clark Rodger** will lead a project team focused on completing the various bodies of work required to “go-live” at each of the sites on November 1. Clark and the project team will be committing a big chunk of their time to these activities over the next 11-12 weeks.

This is a fantastic opportunity for AKD and would not be possible without the performance of the existing business, the successful delivery of recent projects or the continued commitment and focus of the entire AKD team.

It’s an exciting time to be at AKD.

- Glen Darroch, AKD CFO

Pictures of the Tumut sawmill in NSW, that
AKD Softwoods has announced it will acquire





Good-bye old Colac Kilns

If you have ever walked around the Colac kiln drying area, you would have seen the ugly old un-used concrete kilns which have been an eye sore for a long time. They were decommissioned a long time ago as they were unsafe.

Late last year I was asked to look at removing them safely from our site as they did not fit the housekeeping standard we are looking to maintain. There was a little bit of planning to do as we still had working chambers on both sides of the kilns.

Toni Kirkup, AKD Colac's OH&S Manager, was very helpful identifying the legal requirements to complete the demolition works. David Atherton, AKD Colac's Kilns Mechanical Area Co-ordinator/Maintenance Planner, ensured mechanically that everything was under control. We engaged a professional demolishing company 'Murrihy Demolitions' based out of Warrnambool to make sure the job was done right. The demolition team were inducted onto our site and had to have the right "insurance" to complete this type of work.

We ran meetings with all stakeholders, including the team from the kilns who were very accommodating and helpful. For the project to be a success we had to be able to continue drying timber whilst demolishing the old kilns. This is so we did not disrupt the flow of timber to the Drymill and ultimately, to our customers. We are very grateful for the kilns team who worked very well with all contractors & David Atherton on this project.

The preparation for the work to occur included testing of material, to ensure asbestos was not present or any other harmful substances. A comprehensive demolition plan as well as JSA's were completed.

The works were planned to take 6 days but were completed in 5 days and most importantly **incident free**. A great job done by the contractors and all involved on site. The area looks noticeably tidier with the old kilns gone.

Thanks to the Safety team , Technical and Electrical departments for their assistance.

- Paul Muscat, Colac Engineering & Reliability Manager



Long timers, now full timers.

At Caboolture we have for the past several years had a mixture of permanent and casual staff in our Planer mill. Whilst we treated our casual staff as part of our crew, and there was no separation of duties, there is always a gap when everyone is not wearing the same uniform and part of the one company directly.



Day one of AKD at Caboolture saw a commitment to change this as it's not the AKD way to employee people as casuals. We are very happy to say we now have no casual employees in the Planer mill, and have employed all of the team into permanent positions.

This has brought a smile to everyone's face, and I am very happy to welcome all of the crew officially to the team, even though they have been part of our squad for some time!

The pictured team members perform various roles throughout the Planer mill, including Stacking, Strapping, Forklift, Wood Machining, H2F treating and Grading Operations.

They bring great enthusiasm and commitment to the team. Welcome to the team Gents (officially).

- James Price, Dry Process Manager



INTRODUCING AKD's NEW FINANCE MANAGER

G'day my name is Lauren Beattie and I have joined the Yarram/Jelfor team in the newly created Finance Manager role. This role is based in Yarram, and aimed at helping to improve the financial performance of the operation and evaluating new innovations while keeping the day to day finances in order and support the Jelfor Site Manager, Carl Angus.

My previous role was as an Accountant at the Fulham Correctional Centre, however the industry and the role did not give me opportunity to grow and learn. I am excited to learn about the timber industry, a steep learning curve which I feel will be well supported by the culture at AKD.

My family and I moved to Gippsland from Melbourne 2 years ago, looking for a simpler lifestyle. My husband is now the stay at home dad (a hard job with 2 young girls) while I have forged ahead with my career.

Being a team orientated business partner is my approach to this new role and I look forward to being part of the team as AKD continues to grow and improve.



Ken 'Smokey' Dawson– Retirement

Smokey started work on the Yarram Sawmill site in October 2004. He had many years experience working at the Heyfield Hardwood Sawmill and decided to switch to softwood. He was employed at the Yarram site for over 13 years and in that time worked for three different companies.

Very soon after starting at Yarram, Smokey was entrusted with the site's original Debarker and when it was replaced it was once again Smokey's responsibility to help iron out the bugs with the assistance of the site's Maintenance Supervisor. In the earlier part of this I am sure the Maintenance Supervisor would shudder when Smokey called him on the radio, usually during Rob's lunch break.. Smokey's commitment to the daily running of the Debarker would see him most mornings before the sun had risen properly checking and setting the machine for the day. This was before most people had even arrived for work. This would be followed by staying back to make sure the machine was greased properly for the next days duties.



During his time Smokey has been involved in quite a few technical changes to the Debarker and this meant alot of learning for him. He coped with these in the usually 'Smokey' manner.

The entire Yarram Team wishes Smokey all the best in his retirement. He is planning to visit his daughter in Western Australia and then tour some of the West. I am sure he will use some of his spare time to support his beloved AFL team Geelong or 'the Cats'.

He was presented with a number of gifts that included a polished mounted axe with a plaque that outlined 'his innings'. The axe was mounted on a piece of locally grown blackwood milled by Rob Lewandowski and hand finished by Julian Hay.

Smokey retired on 3rd May, 2018. AKD thanks you for your 14 years of dedicated service. We wish you all the very best for your future.

- Graham Clarke, EHSR Advisor Yarram



Rob Lewandowski, John Marshall, Ken Dawson, Julian Hay

Happy Retirement Daryl Mirre



I would like to take this opportunity to recognise Daryl Mirre, a true gentleman that has decided that it is time to retire and put his feet up.

Daryl started with the AKD group at Southern Specialty Exports (SPE) in Aug 2007. SPE was a AKD business based in Moolap, near Geelong where it made “pallets” and “skids” for the Alcoa rolling plant. Daryl was apart of a small team of 5 and he was a “jack of all trades” ranging from completing deliveries to Alcoa, manufacturing of pallets and skids to forklift driving.

In 2014 Alcoa announced they were closing the Port Henry refinery and therefore also the rolling plant. This was SPE’s only customer. Therefore in Dec 2014, AKD offered Daryl, along with the rest of the team, an opportunity to transfer to the AKD Colac site.

Daryl commenced work on afternoon shift in the Colac Drymill in Jan 2015, during his time Daryl spent the first 18 months on the Wrap and Strap line and was then offered an opportunity driving a 5 tonne forklift at the outfeed of the strapper.

Daryl acquitted himself very well in this role and quickly became one of leading forklift operators in the Drymill. Daryl remained in this job until his retirement on Thursday 14th June 2018. Daryl was well liked by his team mates and was recognised around the site as being one of the friendliest and most positive gentlemen you would ever meet.

Prior to starting work at SPE Daryl was a photographer with the Australian Army for 21 years which he told me was an absolute magnificent opportunity, that he thoroughly enjoyed.

Daryl’s plans are to hook up the caravan and see Australia with his wife Glenda, before possibly buying some land around Lakes Entrance and spending his time golfing and fishing.

I would sincerely like to thank Daryl for his great work ethic and commitment to AKD over the past 11 years and wish him and his wife all the best in retirement.

- Steve Baudinette, Colac Production Manager -
Further Processing





\$10 MILLION FOR THE CABOOLTURE SITE

PM announces \$10 million government grant commitment to support proposed \$50 million site development project

Friday 6th July 2018 wasn't just any ordinary day for AKD Softwoods. With forewarning from AKD CEO Shane Vicary, the AKD Caboolture team knew a "VIP" was coming to site. Before the VIP arrived at the Caboolture Sawmill, high levels of security were required with state and federal police in highly visible locations.

During the upcoming days to Friday, whispers and murmurs filled the ears of AKD employees. With little knowledge of who the V.I.P was, the team all prepared for what could have been a visit from the Queen. Massive preparations and a clean-up started "from dusting window sills to organising caterers". It almost felt as though we were in a whimsical fairy tale of Snow White and the seven dwarfs." With incredible efforts from Site Manager Greg Levinge, he gathered a not-so-small team of seven, who worked progressively and productively to ensure Caboolture sawmill looked less like a 'mine' and more like 'the lodge'.

After many hours of preparation and suspense, the arrival of our Prime Minister Malcom Turnbull, filled the AKD team with anticipation and excitement. The site stopped production and the AKD family gathered in the Drymill. Here we were able to meet and greet Mr Turnbull with the odd selfie being snapped off to the left, to the right and every opportunity there was. It was very evident he enjoyed talking and mixing with the Caboolture team by sharing stories of his working career before studying law. The team took great pride in describing the progression of the Caboolture site with stories of hand stacking/loading from our Dispatch Manager Darren Wilton. With this interest he declared there was a reason why he was at the site other than to meet some AKD sawmillers. With the AKD team now hanging on what was to be said he announced his support to the site for an upgrade by committing \$10 million grant from the Regional Development Fund. This was exciting news as Shane had not told the team the purpose/reason of his visit leaving the announcement for the Prime Minister and ensuring that everyone was available to hear this exciting news (except the sawmill team who were on a RDO).

As big Mal declared to the team:

"Now right here, we have here in this plant, which AKD Softwoods has acquired, we have the opportunity, they have the opportunity, to double the production of this plant - 450,000 cubic meters a year and to add another hundred jobs."

"We are providing \$10 million of support through our Regional Development Funds. Because this is a great example of where you can combine industry - a sustainable industry - in a regional area, creating more jobs."

"This plant, expanded, will be able to produce 450,000 cubic meters and it's a great example of how innovation and technology secures Australian jobs in manufacturing."

"You provide enterprise, investment, commitment, technology, innovation and you create more production, you become more competitive, take advantage of the big opportunities we've got around the world and you create more jobs"

"With a grant of \$10 million and overall investment of over \$50 million, the project will add over 100 fulltime positions and more than double the output of the business by 2022". After hearing those few words, it soon became evident that the PM was doing more than just stepping in for a visit.

With intentions of improvements, expansions and job opportunities, AKD Caboolture is clearly part of the opportunity to continue developing AKD Softwoods into an internationally competitive business.

We have had our fair share of ups and downs in the past 10 years in which we have navigated through and got to the other side. The site is a buzz with the opportunity that is now in our hands and we celebrate Christmas as the 9th March because that's when Santa came to town wearing an orange and black uniform.

Now, if you think \$50 million is unbelievable, you clearly haven't gotten a selfie with 'Uncle Malcom'.

- Brooke Jarrott, Caboolture Administration and Craig Neale, General Manager- QLD





Entrance to Kilns and Boilers department

AKD Caboolture Kilns & Boilers

At AKD Caboolture our kilns and boilers operations are our site bottleneck for production. They currently operate 24/7 whilst the rest of site remains primarily on day shift. Every piece of wood we dry can be sold in the current market, so the challenge is on. How can we perform better or lift our drying production?

The transition to the AKD team on the 9th of March instantly put a “spring in everyone’s step”, and from here the department has continued to improve over the recent months. We have seen some great support from AKD compared to the past when we were told to just hold our position. For example, a new feedwater tank for our Boilers has been needed for some time, and last month we saw the arrival of a big new shiny unit we parked right in front of the Boilers! The new tank will be cut over into service on our next Boiler shut in July. A new amenities block (something the team has wanted for some time!) has been ordered and is scheduled for installation in September. The team are excited to get this addition to their infrastructure and moves the area forward with regards to basic amenities.

Our Hogger Chipper system (which is critical to maintain Boiler fuel supply) has had a feed system upgrade approved. This upgrade will significantly improve our ability to maintain the fuel stock supply to the Boilers needed for increased production. The upgrade is scheduled for installation in August. This will allow long length and short length material to be fed through the Hogger in a more efficient and safer manner.

Our maintenance team has been hard at work in support, with serious focus and energy being placed into improving uptime for the area. The plant has been “crawling with Fitters and Electricians”, working on ensuring we look after the equipment to keep us drying. Long term strategies to improve our kilns and boiler uptime are being progressed with the support of the operations teams.



New feedwater tank installation



Existing Hogger infeed— scheduled for upgrade



Bryan Downs— New Kilns and Boiler Supervisor

In addition the kiln and boiler team has been working on maximising the “1% ers” in kiln drying, which makes a huge difference in not only dry time, but importantly the straightness of our product ie. quality. Items like boiler combustion, kiln schedules, basic plant care, moisture control and timing of kiln changes have been on the teams agenda. We have been challenging what is the current acceptable normal versus what can be done better and smarter (continuous improvement), with some great results coming through.

The month of May saw our efforts start to payoff, with our production throughput in a solid 16% improvement on the same period last year. In June we are targeting a 29% improvement, and are tracking to reach this number mid-month. This target will set a new department record!

To recognise the good work achieved in May our teams enjoyed a BBQ, and we will need to continue to push and challenge ourselves on what we used to do vs what we are now going to do better. With the support of AKD and the hunger of our teams (for more production and more BBQs!) the months ahead are extremely exciting.

- James Price, *Caboolture Dry Process Manager*



A BBQ Lunch enjoyed by some of the Kilns and Boilers crew– From left to right– Ian Green, Richard Bambling, Brett McCauley, Bryan Downs and Rob Montgomery.

Richard Bambling is our Process Improvement Manager and has worked closely with the Kilns and Boilers staff in recent months to help support the teams goals.





CAMERON PERCY RETURNS TO AKD AND JOINS IRREWARRA

In November 2017, Cameron Percy returned to the AKD Team.

This time it was to a different environment, and sorry but as a Green Miller I have to say, into the real world of Sawmilling! Before we talk about that though, let's first find out who is Cameron Percy? How did he get to where he is? And does he really enjoy wearing dresses at home?

Cameron originally started at AKD back in November 2001 working on the Wrap and Strap line in the Drymill. After being here for 6 months, he moved up into running the stress grader area, before quickly learning the rest of the Drymill tasks.

In around 2006, AKD purchased the first Golden Eye scanner for the Drymill. This is where Cameron's love affair with Microtec began. He continued in the Stress Grader and handling the Golden Eye for another 2 years before he was officially given the title of 'Optimiser Analyst', no longer having to make this title up himself.

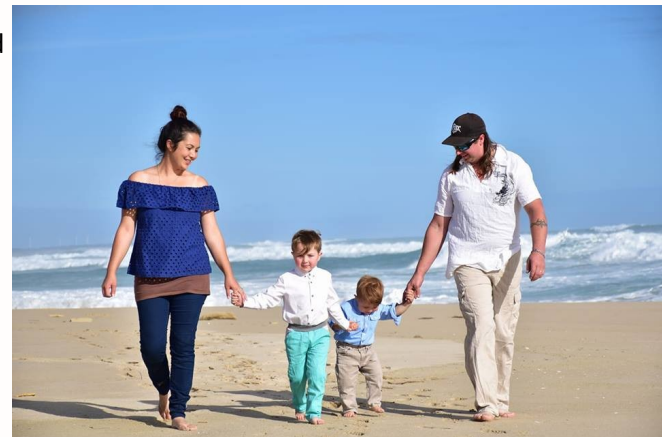
A couple years later, Cameron was given the role of Team Leader in the Paul Docker area, this included being responsible for all the Microtec scanning equipment in the Drymill. This role ultimately lead him to becoming the Drymill Supervisor. Cameron completed this role successfully and impressively for over 4 years, until he made the decision to follow a career change/holiday and left AKD.

Cameron remained in the timber industry, only this time driving trucks for Clearwater delivering logs to the AKD Sawmills.

Outside of work, Cameron is a proud family man. He is married with two young boys. His interests lie with cars (holdens), dirt bikes and buggies (Holdens are the best!). Recently, he has become more involved in racing sand buggies, co-piloting some recent races for a friend. Cameron is definitely not someone to turn away someone in need of some mechanical help and is well recognised for being both self taught and truly skilful. He also has one of the best "man sheds" in all of Colac as per the photo (second from top).

As mentioned at the start, he is now at Irrewarra filling the role of the Production Supervisor. He has quickly become an effective and respected leader among all employees on site. Cameron is a loved member of the team, who is able to balance a friendly working relationship with the people whilst still conducting himself professionally. I like to think that the chance to work at Irrewarra and with myself is what enticed him to return to AKD. I'm allowed to think that!

So, could it be the grass is not always greener on the other side, but a much better shade of green at Irrewarra? We are very excited to have Cameron as part of the Irrewarra Team and can only see good results ahead as a result of having him here. By the way he doesn't wear dresses at home, but what happens in the man shed, stays in the man shed!



COLAC RECRUITMENT WITH JON WARTON

It's been a very busy last 12 months in recruitment. We've seen some new faces join the business in that time, all who've brought new skills and varying years of experience to the departments they work in.

Some of you may have noticed our posts on Facebook. This has been a fun direction towards attracting new employees by promoting and sharing the news and opportunities at AKD. It's been great to see so many of you sharing and 'liking' these posts to spread the word.

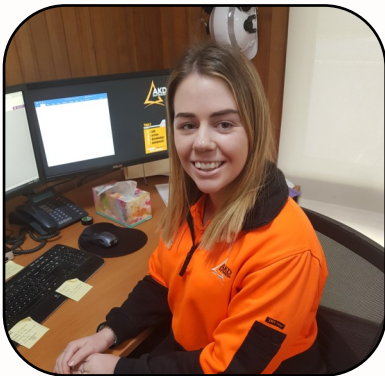
There's no doubt that there is an array of good qualities and attitudes present in not just the Colac community, but in surrounding towns and across the border. To see so many individuals with exceptional work ethics and positive attitudes operating within our AKD team is great. With the ongoing growth and changes within the business we are always on the lookout for more quality people to join our team.

If you know someone who you believe would make a valuable contribution to AKD and holds the potential to excel, please encourage them to apply. Let them know that I am always available to answer any questions they may have about the range of positions and opportunities that AKD has to offer.

I look forward to hearing from them, and to see great applications continue to come through.



AKD LIVE ON SOCIAL MEDIA



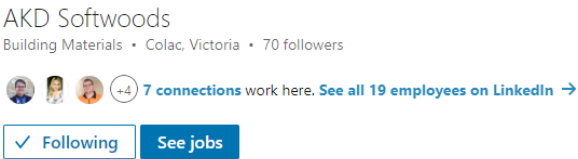
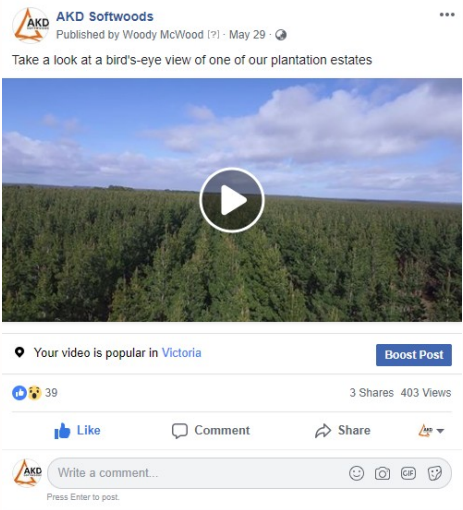
Hello all, for those who don't know me I'm Kyrarah. I work in HR Administration part-time whilst I am still at University studying Communications and Public Relations.

Some of you may have noticed recently that AKD has been far more active on social media, particularly Facebook and LinkedIn. The aim of this is to showcase our company culture, improve the perception of AKD within the community and attract potential employees.

With our new kids on the block Caboolture and Yarram, social media can also help us connect with the communities and potential employees.

So far, the response to this has been great! All the 'likes', shares and comments that the posts have received help to boost our reach and the impact we have on our audience.

I encourage everyone to continue being involved. If you haven't already, [like our Facebook page](#) (AKD Softwoods) and connect/follow AKD Softwoods on LinkedIn. I welcome any ideas for posts or any current photos you may have of company events, milestones or achievements.





At Portland Pine we were looking at opportunities to improve the standard of our training and assessing of our standard operating procedures (SOP's). As a result Toby Pumpa and Darren Pevitt, pictured right, volunteered to do some training to become nationally recognised assessors.

For Portland Pine this will ensure that once an employee is trained in a task they can be assessed knowing that the assessor is fully qualified to ensure that the employee has been trained safely and competently.

Toby has also accepted the responsibility of maintaining the employee skills matrix and updated SOP's when a review is required. We thank Toby and Darren for stepping up and taking on this responsibility. You are both a great asset to the PPP team and this will ensure our teams future success.

- Wayne Lawson, PPP Site Manager



HATCHED AND DISPATCHED: FAIR WELL JASON BIDDLE – SITE MANAGER

I felt real sadness when Jase told me he is leaving our site in Traralgon to re-join the team in a new role at AKD in Colac in the Forestry department in early July. Jason is being replaced by Carl Angus, who we will introduce in the next edition of the Splitter.



When AKD took over Jelfor Timbers on 01/10/2016, Jase was given the role of Site Manager.

What a huge challenge he has faced in this role. It was unknown territory for Jase, dealing with staff/employees, customers, breakdowns, budgets, timelines, and travelling back and forth to Colac.

Jase is a quiet achiever; mature, serious, but has a wicked sense of humour. He is also kind, compassionate and fair.

I'll miss hearing him munching away on almonds, biscuits, and eating his healthy yogurt and muesli.

Most of all I'll miss him as a boss, a workmate and a friend.

- Barb Jelleff, Jelfor Administration



AKD COLAC—SOCIAL CLUB

Recently the AKD Colac Social Club went for a casual night out at the La Porchetta Sports Bar.

We had roughly 45 of our social club members and their partners come enjoy the half price drinks while either playing a few games of pool or trying to pick one of their favourite songs from the jukebox.

Over the last 6 months we have had 15 people join the Colac Social Club, while not all of them are new employees we have also had some sign up that have been here for 3yrs or more.

If you are interested in joining then talk to your supervisor or email akdsocialclub@hotmail.com

Did you know that we are on Facebook? If you haven't already, jump on and ask to join the "AKD Social Club" group and if you are a financial member, one of our admins will be quick on your approval.

If you have an idea for our end of year Christmas Function then post your idea on the Facebook Social Club page or email: akdsocialclub@hotmail.com and let us know. Suggestions so far are things like Otway Estate Winery, Theatre Restaurant, Colac Races, PTB just to name a few.

- Melissa Stevens, Social Club Committee



Congratulations to

George Peterson

(aka David Reilly from Colac sales office)

for being on top of the leader board

after ROUND 15 of the

AKD Footy Tipping Comp.

George received a coles myer gift card.

#	TIPPER	TOTAL SCORE
1	 GEORGE PETERSON	129 (541)
2	 extension	123 (495)
3	 russell	121 (460)
4	 Skindog	121 (523)
5	 Hick	121 (568)
6	 Daveb68	121 (589)
7	 Wilba Williamson	120 (482)
8	 Tezza	120 (520)
9	 Sugar daddy	120 (562)
10	 Dan Billing	120 (612)

Current leaders board, as of Round 20.



SNAPSHOT

CABOOLTURE



244 444 tonnes
of sawlog delivered for the
one shift operation
in past 12 months

PURCHASING



We have used enough plastic
strap to stretch from
Colac to Cairns
in the last 12 months

I.T.



Average monthly IT
tickets logged
430

GMC—The Best Day



Record of
6355
logs through the new
sawline in one day

YARRAM



May was the largest sales month
in the history of the mill, selling
7,475m3

I.T.



No. Of IT support jobs
logged in the past 12mths
5671

FÜN FACTS



- Sharks are immune to all known diseases
- “Almost” is the longest word in English with all the letters in alphabetical order.
- There is a hotel in Sweden built entirely out of ice; it is rebuilt every year
- Crocodile poop used to be used as contraception
- A duck’s quack doesn’t echo, and nobody can figure out why.
- Because metal was scarce, the Oscars given out during World War II were made of wood.
- Grapes explode when you put them in the microwave.
- A giraffe can clean its ears with its 21-inch tongue
- Cats sleep for 70% of their lives.
- More monopoly money is printed each year than real US currency
- There are three times as many sheep than people living in Australia
- Koalas sleep for about 20 hours per day
- Australia is the driest of any continent on earth other than Antarctica

Congratulations!

Congratulations to the
following staff on
reaching a milestone
this May-July 2018

Name	Start Date	Yrs Service	Site
Joanne Foster	8/07/1993	25	AKD
Brendan Coustley	15/06/1998	20	PPP
Robert Montgomery	29/05/1998	20	CAB
Dean Clinch	18/06/2003	15	CAB
Frazer Osborne	21/07/2008	10	AKD
Tristan Akehurst	28/07/2008	10	AKD
Patrick Newport	30/05/2008	10	CAB
Nicholas Vincent	19/06/2008	10	YAR
David Anderson	3/06/2013	5	AKD
Aaron Bealle	17/06/2013	5	AKD
Noel Egan	19/07/2013	5	STT
Wesley Wombwell	22/07/2013	5	PPP
Kelvin Blake	29/07/2013	5	AKD

New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in May-July 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.



Brooklyn Johnstone
COL - DM



Judith Enetama
COL - DM



Jayden Comer
COL - EWP



Scott Bowdern
COL - DM



Andrew Elliott
COL - RM



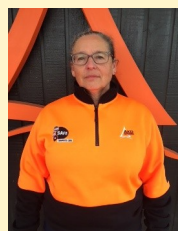
Mathas Evaga
COL - IRR



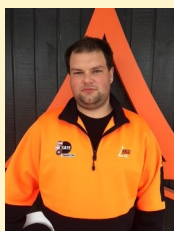
Jesse Peters
COL - DM



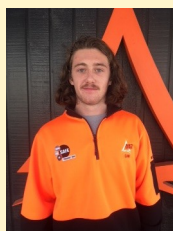
Joel McInnes
COL—GM



Diane Adam
COL - TECH



William Buchanan
COL - IRR



Cameron Tyrer-Childs
COL - DM



Brian Bridges
COL - DM



Lauren Beattie
YAR—FIN



Nicholas Oates
COL—EWP



David Walker
COL—RM



Nicole Guy
COL—DM



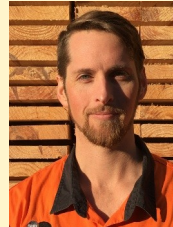
Danyon Clark
JEL—Prod



Damian Pilat
CAB—ADM



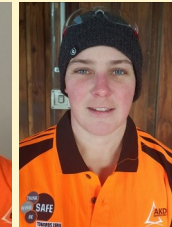
Matt Hickey
CAB—GM



Gordon McKenzie
CAB—GM



Grant Sheean
CAB—OHS



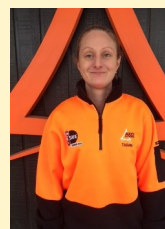
Sam Cassidy
YAR—GM



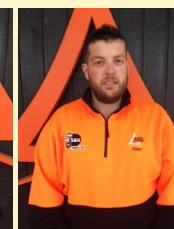
Luke Steers
JEL—Prod



Kailem Gillies
COL—DM



Tagan Brown
COL—DMC



Trent Quigley
COL—GMI



Ross Meulman
COL—RMC



Nathan Welsh
COL—DMC



Bayden Ross
COL—RMC



Tom Leishman
COL—ELEC



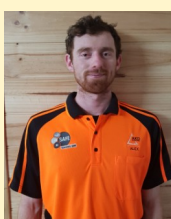
David Spiers
COL—RMC



Kim McKenzie
YAR—DM



Ed Burgess
YAR—DM



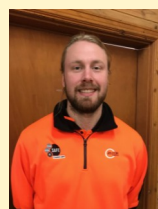
Alex Pryor
YAR—DM



Amanda O'Loughlan
YAR -DM



Ben Grimshaw
CAB—Log



Edan Paterson
JEL— DIS/SAL



David Moore
JEL—PROD



Caboolture: previously casual employees, now permanent (L-R): From left to right:
Brendon Duffey, Trent Tewaaka, Ben Heath, Matt Jones, Tim Kwong, Harley Booth, Alex Heath.

I am really excited and proud of the continual improvement we are making as a business when it comes to our workplace safety – but is there more we can be doing to improve the health aspect?

Healthy living improves not only physical wellness, but mental wellness as well. With today's hectic lifestyles, people become so busy with everything that is going on in their lives that they forget to pay attention to their own personal health.

There are countless benefits associated with living a healthy lifestyle:

-

At first, the concept of stretching at work was a little strange for some people, although all credit to our teams, they kept at it and it is now slowly becoming part of the 'norm'.

Workplace stretching is not uncommon & if done correctly and frequently, this could not only minimise some of the minor strains/sprains we are seeing – but employees might go home after a day’s work feeling better, less fatigued and who knows, it may motivate people to improve their general fitness outside of work – **how good would that be!!!**

- Toni Kirkup, Colac Health & Safety Manager

We often look at the 'here and now' (No. of incidents, what needs to be improved etc), and sometimes forget to look back at just how far we have come.

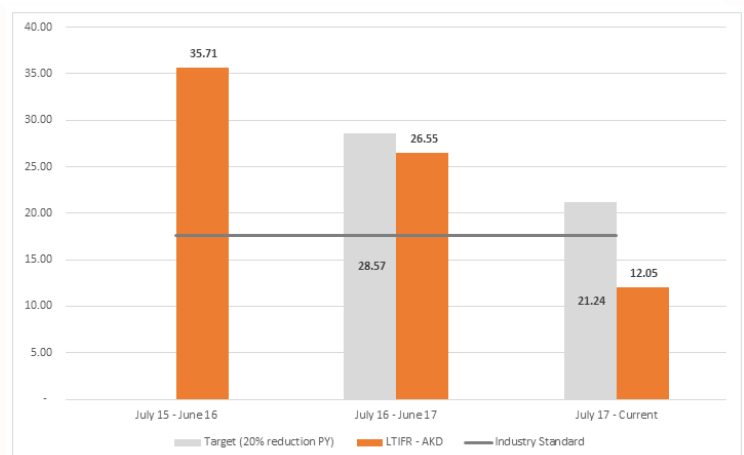
We talk about 'our health & safety journey', things won't improve overnight – it's the steps we are taking to continually improve.

I think this graph is a great representation of just how far Colac has come. **let's not lose sight of that!**

Have we reached our target of 'Zero' – no, but my goodness we are definitely heading in the right direction.

In the 2015-16 period, AKD Colac was double the industry standard.....now, we are sitting well below.

Let's keep it going, Towards Zero – well done team!!!





YARRAM SAFETY NEWS



HANDS AND FINGERS—During daily life or working days, our hands are one of our most valuable tools or instruments we possess.

To illustrate this - Julius Caesar ordered that captured prisoners were to have their thumbs removed. This was for a very good reason—it stopped them from carrying out their role as a soldier. You can experience this yourself—tuck your thumb into your palm and then try to pick up and grasp things you use during your role—in a soldier's case this was a sword.

You can see that we need our hands to work, live and enjoy life, but they can be easily damaged.

So what can we do to make sure we reduce or remove damage to our hands?

- ♦ Wear the correct fitting and type of glove for the task
- ♦ Ensure all guards are in place before starting the machine
- ♦ Don't use defective tools
- ♦ Recognise any possible areas where your hands could get trapped [e.g. between timber and guides, protruding parts of machines]—always keep your hands clear-
- ♦ And of course— if you are unsure ASK questions—don't assume, never assume!

Even if a JSA has been completed for a task—it doesn't end there, use the TAKE2 approach—always take the time to ask yourself is there anything else that could hurt your hands. Remember take the time to protect your hands so you can carry out your role at work and most importantly to enjoy time with your family and friends.

- Graham Clark, Yarram Health & Safety Co-coordinator



CABOOLTURE SAFETY NEWS

What a time for safety at AKD Caboolture Mill! With the transition of the business over the past 3.5 months the site safety team have been busy validating and bringing across data and information to the site server. Information including SOP's, Site Standards, Policies and general safety system information is all part of this work. We have to recognise the hard work of all involved both during the transition and to date, from the employees onsite and our extended family in Colac.

The team onsite are also focusing on a state-wide campaign in the sawmilling industry which is being rolled out by Workplace Health and Safety Queensland. The campaign will assist sawmilling workplaces to better manage hazards and risks effectively and sustainably, by focusing on safe systems of work, hazard identification and control in all areas of the sawmilling process.

Communication is vital in safety, especially in the noisy environment for employee to employee communication. The greenmill team have been trialling new radio communications headsets. This has resulted in improved clarity and overall communication across all areas in greenmill and less frustration for the crews. Nice work team!

The Health and Well-being program is being rolled out to the site via our SCC committee and leaders. A number of programs and initiatives will be implemented, focusing on the health and wellbeing of employees, including, but not limited to: Information and awareness sessions or brochures, focus topics, training and preventative treatment (e.g. physio) Please ensure you review with your reps and leader for more information.

- Greg Levinge, Caboolture Site Manager



THINK SAFE, WORK SAFE, BE SAFE www.akd.com.au

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CEO CORNER

with Shane Vicary



In February 2017, I received a phone call that I now realise was an absolute pivotal moment in AKD history. I was asked if AKD was interested in buying another sawmill. My response at the time was a very cautious “yeah maybe, where is it?”. This conversation set up a 18 month journey from which we will end up acquiring four sawmills or six more sites. The first two sawmills Yarram & Caboolture were in March, and in July we announced we are in the final process of acquiring the Carter Holt Harvey Timber (CHHT) business. CHHT consists of the Tumut sawmill, the Oberon sawmill (50% share), the Gilmore site (a treatment plant, a value add operation just out of Tumut) and the Berkley Vale distribution centre (just north of Sydney), collectively known as “[Project Blue](#)”.

With this recent announcement, we will now directly or indirectly operate six sawmills, and three post and pole businesses, employing over 1,000 people. Just like we did for Caboolture and Yarram, AKD had the opportunity of visiting Tumut, Gilmore and Oberon at the start of the process to determine if we were interested. Exactly like Caboolture and Yarram, with our first site visit we were really impressed with the assets, the site leadership, the housekeeping and the people. This site visit convinced us that we should definitely look to buy the business. These sites have great potential and are a strong strategic fit for AKD, as sawmilling is our core business!

When we acquired the Caboolture and Yarram sites we purchased the physical assets, but we **merged** the teams. So it's interesting when you think of “assets”; a sawmill without a great team of employees is really just a collection of steel components. It's the people that turn it into a sawmill and it's the quality of the people, leaders and teamwork (culture) that determine if it is a “successful sawmill”. I am really excited about the quality of the 450 employees and the leaders at these sites that will join our team, based on the success we have had at Caboolture & Yarram.

In early July we had the privilege of hosting the Australian Prime Minister Malcolm Turnbull at our Caboolture site. This was a fantastic day where the Prime Minister made a \$10 million commitment to the Caboolture site as part of a wider \$50 million program. This project will happen over the coming years as we look to develop the whole site with a new sawline, new kilns and new storage facilities expanding the site to 2 shifts. This will all happen a lot quicker than we planned, and has really been kick started by the Australian Government and we are truly grateful for the opportunity they have created.

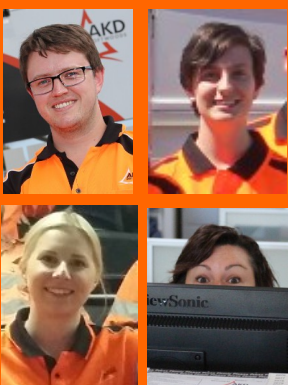
I would like to recognise the Caboolture team who have created this opportunity. Since AKD took over in March they have been great to work with, from their work ethic to their enthusiasm and friendly approach. I am personally really excited for the Caboolture team and Craig Neale has done a fantastic job of pushing and driving for this government grant for our site development plans. It's his perseverance, determination and passion for the team at Caboolture that has created this opportunity. It is also important that we recognise HQP for this project, they have been truly supportive and we collectively see the opportunity to process more of their logs into timber, to build more Australian houses.

With our recent announcements, we will be the largest sawmilling company in Australia, but I think this “title” is really irrelevant, and we have to collectively ensure we don't buy into the vanity or arrogance that being the biggest can bring. We need to remember our core pillars; it's not about being the biggest, its about being the “best”. It's about being **internationally competitive**, about having a truly sustainable business and about taking a **long term view**. We need to merge these new mills into our team, show them the AKD way, but also ensure we learn from them, continue to be **relationship focussed** as we build a new larger **high performing team**. This is our mission, lets “**keep it real**” and stay focused on **continuously improving** all of our sites.

We can only consider true success in our business when we have zero harm. With more sites we have more opportunities to learn how to operate our businesses “safer” in our pursuit of **zero harm**. So as exciting as the future is, stay focused on you and your team's safety.

No compromise... your safety matters!

Thank you



Thankyou to the Splinter team;

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

Monthly Contributions:

- Toni Kirkup
- Grant Sheean
- Graham Clark
- Christian Gibbs
- John Browne
- Wayne Lawson

- Kyrah Howell
- James Price
- Adam Howell
- Barb Jelleff
- Melissa Stevens
- Lauren Beattie
- Jon Warton
- Glen Darroch

