

THE S P L N T E R

AKD EMPLOYEE NEWSLETTER



Pictured above are AKD truck drivers Wilba Williamson and son Lucas with Brendan McEwan who represented AKD at the Camp Quality Truck Convoy

The Steer Dynasty

3 generations at AKD

Caboolture

Caboolture Cadet

Investment in AKDs

future

Local shooter strikes gold

AKD Tumut employee strikes

gold at Veteran Games



www.akd.com.au
news@akd.com.au

Wayne Hart celebrates 30 years at Caboolture

Congratulations to Wayne Hart who has achieved the milestone of 30 years as a part of the team at AKD Softwoods Caboolture. When Wayne became a part of the team at Caboolture, starting on 30th March 1989, he spent his first 6 months on the Green Chain. After this he thought he'd be a bit cheeky, and pushed a bit harder for a role in a different area. The Manager at the time could see the value demonstrated by Wayne, in both his work ethic and commitment to get the job done. Wayne was able to transfer to a role in the Debarker.

Prior to starting with the team in Caboolture, he spent 18 years as a Grade A Slaughterman in New Zealand before bringing his family over to Australia.

Wayne is one of the site stalwarts, working hard day in and day out, often finishing the shift covered in grease, grime and dirt from head to toe. He always gives his equipment the attention it needs to keep it running and maintained to the peak of performance. Wayne is the type of person that has kept this site running for so many years.

Away from the workplace Wayne is a keen fisherman, getting his boat on the water at any chance he can get.

Thank you for all of your efforts Wayne, the team truly appreciates it!

Wayne Hart is an exceptionally good operator in the Logyard, but more than that, he's a genuine good character as well. He does everything he can to provide the best outcome not just for himself, and his own comforts, but for the greater team. It's been a pleasure to be able to work with Wayne, his work ethic and commitment to the business is exceptional.

It's great to be able to recognise the contributions you've made, and to continue working with you as a part of the Green Process Team.

- Christian Gibbs, Green Process Manager

I recall meeting Wayne in 2001, covered in dirt and sweating profusely as he cleaned out the Debarker area. He made an immediate impression as he just did not stop and was committed to the task he was doing regardless of the level of effort and uncomfortableness. This was a guy who ticked the boxes for me, in there taking a swing, the quicker you get started the quicker it is done -it's part of the job. Little did I know that I would be lucky enough to have Wayne as part of my team in coming years right up until 2018 where I could always rely on him no matter the situation. I know he had my back and vice versa I had his. Wayne has that full blown old school commitment to the site and anything he does, his team mates will tell you the same, he is a genuine guy you want to know. Wayne is resilient and has dealt with life's curve balls that many of us don't, has a massive heart, a proud kiwi, is family and friend focused, loves his fishing, proud as punch of his daughter, son and his favourite little man - his grandson "Jackson". One thing is for sure do not muck around with his Logyard or Debarker, he has made it his own. Wayne deserves not only the recognition of his service but also how friendly he is to all those he meets. All the best Wayne on this milestone and many more, from myself personally a massive thank you for your support and the dedication to the AKD Caboolture Site

- Greg Levinge, Site Manager



Allan Booby celebrates 35 years at Tumut

Congratulations to Allan, who has reached the milestone of 35 years' service at Tumut.

Allen commenced employment on the 7th of March 1984 at the Gilmore site working in the Planermill stacking offcuts off the grading line, there was no waste system. Allen progressed to the moulder infed removing the fillet sticks, it was all manual labour, he then transferred to the stacker to put the sticks in instead of taking them out. When CSR acquired ACI he was lucky enough to remain at Gilmore and see the 'new' CCA treatment plant get built, he became an operator of the plant until the role of leading hand was advertised and was successful in his application. This started a progression in various roles as a leader as the site became a 'value adding' site. Allen had leadership roles within the moulder, finger jointer and kilns sections. Allen was later offered the role as the site supervisor for 6 months then was given the opportunity to become the Quality Manager for Tumut.

Allen has seen a lot of positive changes to safety culture and systems from isolation to guarding.

"Technology changes have advanced the business into becoming world class, I have been fortunate to be part of some of these changes from treating timber for termite protection to the 'Golden eye' scanner in the dry mill, I also have a passion for kiln drying."

Outside work its Allens family that matter the most from his lovely soul mate to his daughter and son, not forgetting their 6 grand kids, who he wishes would stop growing. Glamping is his favourite past time, spending time with a great group of friends having a laugh over wine and beers.

Allen is sports mad, loves playing lawn bowls, would still be running around on a hockey field with his mate Mick Caddis if his knees would let me, fishing, footy 'Go Manly' (yer we don't like you either), car racing, even a bet on the gee gee's.

"Most of all I have meet and worked with some amazing people from all over the world made some great lifelong friendships along the way. Its been a fun and fulfilling career I am looking forward to the future and the exciting changes AKD will bring, not only to the business but to Tumut."

- Janice McDonald, Payroll Officer

Rab Green, Site Manager - *"Congratulations Allan, this is a milestone you should be extremely proud of. Your knowledge in the industry around quality and standards is exemplary. You have seen lots of changes throughout your career, all for the better"*.



Geoff Callaghan celebrates 35 years at Tumut

I was born in Camden NSW and completed my schooling there. I have been known as Mouse since my childhood days, this nick name is still with me today!

In Camden after school finished, I was a pastry cook for 2 years, then decided to put my hand at fencing with a contractor for a couple of years.

I came to Tumut for a Rodeo in 1976 and never left, I moved permanently to Tumut in 1981. My first job here was cutting eucalyptus leaf trees, to distill into oil. I then cut Pit Props – they were between 9 and 11 foot long. I used to do 11-hour days doing this job. This was done for the coal industry back then.

I then started work at ACI Gilmore on the sorter in the green mill. Kerry Bird who is still here today was the Sorter Operator back then. My next role was a Debarker Operator then a Loader Operator for 13 years. In 1990, ACI was acquired by CSR. I moved into the Tumut Sawmill log yard. I was Loader Operator there for 13 years, then went back to the Gilmore mill to work on the Moulding line. With the restructuring I moved back into Tumut as a Forklift Operator and stacking in the Drymill.

I am married to Leonie and we have 2 children, all grown up and have 4 grandchildren.

When I am not working, I love the bush – camping, horse riding and love Rodeo's.

In my younger days I competed in bull riding and won a couple. I was Central West Champion Bull Rider in 1985.

I can't talk about some of the things that used to go on when I first started (they are bar stories), safety wasn't a big thing back in those days. Just lucky that we are all here to tell the tails all these years later. A far cry from today, massive changes in safety and all for the better.

Congratulations Mouse on your 35 years' service with the company.

- Ray Lucas and Janice McDonald

Ray Lucas, Planer Mill Manager—"Mouse congrats on your 35 years of service – well done".

Rab Green, Site Manager—"Well done Geoff on an extremely memorable achievement. 35 years in the business is a something I'm sure you are very proud of. Thank you for all your contributions throughout this term".



Rab Green congratulating Geoff on his 35 years of service



Mouse at work in his loader

Vicki Keogh celebrates 25 years at Tumut

Vicki commenced work with CSR Softwoods on 16th March 1994, working on one of the 30N moulding shifts at our Gilmore site.

She worked in various sections as an Operator, Grader, Leading Hand, plus other tasks/job roles as required in my nearly 10 years at Gilmore (known to us as Happy Valley).

In 2005 Vicki went to Tumut to cover inter-site and yard leading hand for a couple of months, that turned into a 10-year stint.

After a few years in the yard she moved into a leading hand role in the kilns where she stayed for five years before being offered a position on staff as site SOP writer about 4 years ago.

Over Vicki's time here she has worked for CSR Softwoods, Weyerhaeuser, Carter Holt Harvey and now AKD Softwoods.

I have seen many changes over the years in safety, around mobile plant interaction and guarding on machinery, training and much more.

"I have had some rewarding and happy memories over the years, as well as some hard times after losing a friend and work mate in a fatality at Gilmore many years ago. I would like to thank every one that has mentored and helped me over my time here. "

Outside of work Vicki likes spending time with her family and friends, fishing, kayaking, camping and going to the beach. Vicki has 6 grandchildren 2 boys Sebastian 16 and Opie is 5 weeks old, 4 Girls - Molly 14 years Tilly and Morgan are both 6 years old and Iva is 2 years old (Tilly & Iva have lots of sleep overs and our lounge room often looks like a toy factory). In her free time, not that there is a lot, she likes scrap booking, crafts and loves Footy and have always supported South Sydney Rabbitohs – "Go the Bunnies".

- Janice McDonald , Payroll Officer

Rab Green, Site Manager— "Well done Vicki on your 25 years with the business, your SOP Writing and development has been a great asset to the Tumut business."



Vicki Keogh hard at work



Partner Lenny, Tilly & Seb

Ray Hounsell celebrates 25 years at Tumut

Before I commenced work with CSR Softwoods, I did 10 years Military service which involved artillery for the Army.

I was based in Kapooka in Wagga then to North Heads in Sydney and Queensland. With this service I got to travel to England, Hawaii and New Zealand. In England I had my 18th Birthday, my 20th in New Zealand and 21st in Hawaii.

I was attached to the Australian Navy on a patrol boat, doing coastal watch from Cairns to Darwin for 6 months. We did a few quarantine checks on vessels that were suspicious. One vessel we chased for 3 days because they had a dog on board which was a "Rabies" risk. We checked their paperwork (vet checked) before clearing them to enter Australian waters. We seized a couple of illegal fishing boats, one was destroyed at sea by us, the other was towed back to Darwin. I really enjoyed my 10 years, but it was time to change my career path.

I left the Military in August of 1992 and moved to Tumut where I picked fruit for a while before I applied for a job at CSR Softwoods, thanks to John Lawson giving me a start in March of 1994. My whole 25 years has been spent working in the Green Mill. My first job was working on the Cleat's filling cleat magazines. From there I was sorter operator, stacker, twin and tallying. You may as well say that I have covered most jobs in the Green Mill.

I was Green Mill Safety Co-ordinator Trainer and Assessor which I really enjoyed doing, a bit of a change from the other work. I have done my Certificate IV in Training and Assessing. I helped implement the downtime system with Vicki Keogh.

Outside of work, I have 2 children, both grown up and moved out of home. Just myself, my dogs (Tiger and Buddy) and rabbit (Rusty) at home. Rusty is the best fed rabbit in Tumut, he loves kale, mint and strawberries and is also house trained.

- Ray Hounsell

Scott Gorman, Green Mill Manager : "Ray, thank you for efforts over the years and congratulations on 25 years of service"

Rab Green, Site Manager—"25 years' service, well done Ray, you play a major role in the Greenmill and your years of service highlight your commitment to improving the site and your development ".



Debbie Maher celebrates 25 years at Tumut

AKD's Debbie Maher started working for CSR in the old Planer mill on 8 March 1994.

During her time in the Planer Mill she did various jobs including Stress Grader Operator, Paul Docker operator, Pack ID, Grading Stations and stacking timber off the small and large chains.

Deb did inventory recording for a couple of years before moving to the Gilmore site where she did production recording and general office duties, then she moved into the Gilmore Stores.

She came back into the Tumut sawmill and became the Store person and stand in for the Purchasing Officer. When Mick Deadman (PO) retired, she took over the role of Purchasing Officer where she is to this day.

"I have seen many changes in 25 years being employed by the various owners; all different challenges but all good in the end".

Before CSR, Deb lived in Canberra where she was Department Manager with K-Mart for 10 years. Prior to her K-Mart position she worked in a commercial laundry doing all aspect of commercial laundering. Debbie's schooling was done in Canberra.

The family moved from Canberra to Adelong in 1992 where they made their home for their 2 youngest children to grow up in the country rather than the city.

Deb has been married to David for 35 years and they have 4 children – Sheeryn, Jamen, Bec, Matt and 6 grandchildren, Jack, Harry, Julie, Savannah, Charli and Tyler who she loves to spend time with. Deb loves her needle work (Cross stitch), she has some great pieces. She loves looking after her mum's orchards, which she inherited when her mum past away.

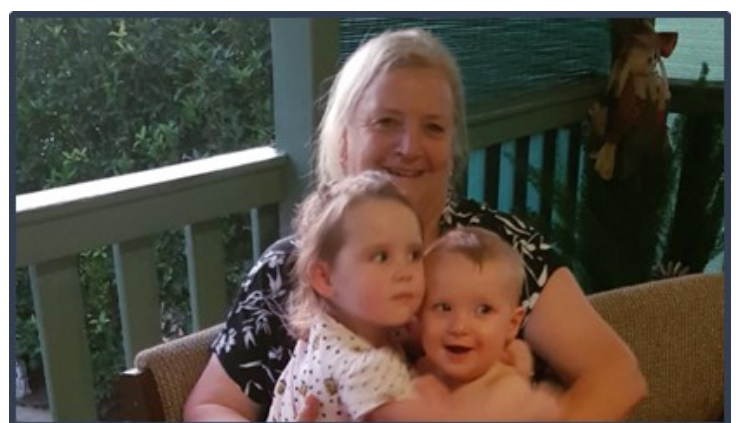
"I get a lot of enjoyment going to a friend's farm to help out with cattle and sheep whenever I find the time".
"Whenever possible I like nothing better than to take our camper trailer and go camping by a river somewhere".

- Janice McDonald, Payroll Officer

Rab Green, Site Manager: "Debbie, congratulations for reaching 25 years of service – well done. Thank you for all your years' service and the things you do well beyond your role. Always greeting people with a friendly smile and a helping hand when required"



AKD's Tumut Purchasing Officer – Debbie Maher



Debbie with 2 of her grandchildren: Charli and Tyler

Local Shooter Adam Yan Strikes Gold

Tumut shooter Adam Yan has returned from the Veterans Games with a gold and silver medal.

The Tumut Clay Target Club shooter visited the Wagga Gun Club between March 13-17 for the 19th edition of the Australian Veterans Games.

The games were open to shooters aged between 45 and 80 and held championship shoots for double barrel, points score, champion of champions, sporting clays and skeet.

Adam competed in the 44-55 years age bracket for the double barrel, point's score and champion of champions.

In the double barrel 75-target shoot, Adam was good enough to win gold with his score of 71 from 75.

In the points score 225-target shoot, Adam missed a placing with a score of 196. In the feature event, the Champion of champions shoot, Adam finished with the silver medal with a score of 120, just behind M Coleman on 121.

Adam was pleased with his overall efforts. "It wasn't too bad an effort with some pretty good shooters competing," he said. "You really have to be on your game to compete in all of the events and I just wasn't on my game for points score."

Wagga Gun Club's vice president Robert Yeo was please to see Adam competing. Adam is always around the traps and is a very competent shooter, he said. He was able to come home with a few medals on his day and he competed well at the Veterans Games.

Adam acknowledged the work of his own Tumut Clay Target Club and the efforts of other competitors competing all over Australia and the world.

We have some great shooters in Tumut and they love to travel and compete he said.

Adam will go back to competing at the Tumut club before again travelling to compete at the Riverina Zone shoots later this year.

Above article courtesy of Tumut & Adelong Times



Brooke Jarrott - Caboolture Cadet

My name is Brooke Jarrott and I have been an employee of AKD Queensland for just short of 11 months.

I began working in Accounts and was the Receptionist for 10 months, being Caboolture's first Receptionist in over 20 years. I was then successful in being offered a cadetship with AKD Softwoods.

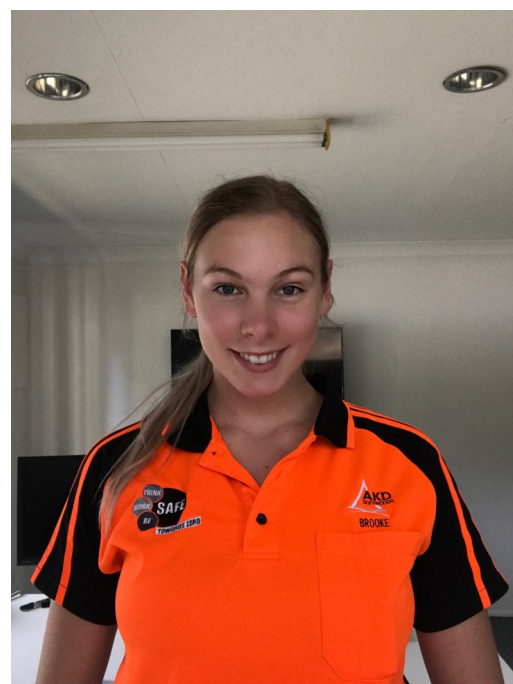
I will be given the chance to learn many aspects of the business including Administration, Sales and Production. My training will take place over an 18 month period. This will allow me to learn a vast majority of the business and gain a broad perspective of the timber industry. My short term goal is to acquire a greater knowledge of AKD's products, the manufacturing process and how everyone's roles play an important part in tying that all together. My long term goal is to complete the cadetship with a high competency; in knowledge and experience within the Administration, Sales and Production of AKD. Hopefully on completion, I'll find my niche within AKD and continue to grow my potential.

In the first week of March, I commenced my Sales training with the highly qualified and skilled sales team at Caboolture Mill. In the short 2 weeks of being in Sales, I have already learnt an enormous amount of information particularly on product knowledge. This training will help me to understand where all the pieces are placed in this timber puzzle.

I am extremely grateful to have the large amount of people, who are willing to take time out of their busy schedules and teach me what they know. AKD has a rich team of employees and many of them have worked at the Caboolture Mill for a long time, meaning I am given the opportunity to listen in depth and grasp the experience of each individual.

I am immensely eager to learn more about AKD and the timber industry. Although 'timber' may not seem to be the most interesting topic, it definitely interests me. There is an enormous amount of job opportunity within AKD Softwoods, they have not only opened the door for myself but many other keen employees. I can confidentially say that AKD Softwoods fosters, supports and accommodates the intentions of bringing young employees into the industry.

Thank you.



The Steer Dynasty

In the year of 1987 a gentlemen by the name of Harry Steer moved his family to Caboolture, wanting to settle down in one location after 21 years in the Royal Australian Air Force. Harry built a family home and started working at the Caboolture Sawmill in the year of 1988. Harry worked in countless roles throughout the site over the next 30 years, everything from Weighbridges, Sawlines, Logyards, Kilns, even groundskeeper for awhile! Harry semi-retired in 2017, but still comes in to the Mill to help cover some shifts in the Kilns when some of the team go on holidays. Fit as a fiddle in his 70s, don't tell Harry he's gotten old as he can still change a Kiln quicker than most!

Harry's son Scott who featured in Splinter last Year for 25 years service started working in the Planermill in 1993, so for over two decades the site has had two of the Steer Family as familiar faces. Scott is a massive part of the Planermill team and well known by all.

Just last year Scott's son Jack applied for a position in the Greenmill, and was quick to establish himself with the team as a young gun, eager to learn and grow. Jack is excited about working for AKD, as he explains he knows the opportunities of apprenticeships and development is strong, and his future is bright.

The biggest problem we have now is the jousting match going on at Family get togethers, with Harry being a solid Kiln and Boiler man, Scott stating Planermiller's make us all the money, and Jack knowing that the Greenmill is where all the cool sawgear is really at!! Scott explains often about how Jack is rubbing it in at home about how Greenmillers really do know better....

What is really cool is the ability for Caboolture to have the 3 Generations of the Steer Family still working together on the one site, and if you talk to any of them you will genuinely get the feel they care for our mill, and with Jacks future still largely unwritten who knows how far their legacy can grow.

Thank you gents for your years of hard work and input, and for the years still to come.

James Price, Dryprocess Manager

Fantastic to have the "Steer"ing committee as a part of Caboolture, respected and admired for their hard work, commitment and no-nonsense approach to telling it how it is. Really proud of the boys and looking forward to Jack continuing the tradition

—Greg Levinge, Site Manager



3 generations pictured—Harry, Scott & Jack



Harry, Jack & Scott celebrating Harry's 70th birthday at The Eagles concert

Caboolture Transport Operations update



New curtains for the Caboolture site based trailers.

New Equipment

The Linfox Caboolture team has welcomed three brand new Scania P450 prime movers with the latest Euro 6 Technology. Linfox is committed to providing an efficient and reliable service while also developing a strong safety and compliance culture. With the new prime movers fitted with the latest installation of FoxTrax 2.0 and drivers fully trained, this system provides live data on our driver's fatigue, fitness for duty and pre-start checklists. Drivers can also access documents such as mud maps, raise incidents, take photos and report maintenance issues via the tablet. AKD has also invested in new curtains for the four site based trailers to ensure the AKD brand is promoted on their many trips supplying customers around Brisbane/QLD.

Milestone

Our Linfox Team conducts quick hitch operations on site and have just past a significant milestone of over 4000 days



The Caboolture Dispatch and Linfox Transport Team

Supporting our Community Caboolture State School

AKD Queensland is located within a key area of the Caboolture township. With numerous organisations and schools only walking distance away, it would be hard not to get involved. We care about our local communities and want to ensure that we give back by providing community support and build a long term relationship.

Caboolture State School is less than 1km from our front gate and is a foundation school of Caboolture region. Kids from our local neighbourhood, our employees and streets around the mill attend and are a very enthusiastic, energetic and proud bunch.

Since AKD have taken on the site we have reached out to the community to re-establish and strengthen our local relationships. It was evident the team at CSS were passionate, proud and committed to their students and school. The opportunity arose in 2018 for AKD to support the 2019 prep kids and we thought it was a fantastic idea—who doesn't love a little prep kid!

There was a lot of discussion on what we could do but it was the investment in early learning and development that the school and AKD Caboolture decided to pursue. AKD provided support for stationary for the prep students for the 2019 year.

With the new wave of excited prep kids starting this January we had a opportunity to join in on a sausage sizzle with the School, friends and parents. We met a wonderful group of Teachers, Parents but more importantly, some fantastic Caboolture State School PREP students.

We are building a great relationship and this opportunity has allowed us to meet some wonderful people, the sausage sizzle as a "thank you" amongst the other support we have received in turn.

It was a fantastic morning and the AKD team of Darcy, Tania, Gaye, Brooke and myself were really proud to represent AKD.

Thank you Caboolture State School, keep up the great work and we look forward to seeing you again soon—and the thank you placard you made for us is now framed and on the office wall!

Greg Levinge, Site Manager & Brooke Jarrott, Cadet



New beginnings for neighbourhood house

Wednesday the 3rd of April was a big day for the committee members of Yarram Neighbourhood House with the relaunch and rebranding of their facility and the unveiling of the new mezzanine storage area at the Yarram Men's Shed.

Yarram Neighbourhood House welcomed the many special guests to the events which kicked off at the Yarram Men's Shed.

Men's Shed coordinator Rob Oehm took great delight in talking about the new mezzanine storage area.

"Our leader Cathy Cook worked hard to get a grant for this new structure, through The Australian Men's Shed Association, Federal Government, Department of Health and a generous donation from AKD who supplied the flooring, and PavFab engineering who donated the stairwell," he said.

Following the unveiling of the mezzanine area visitors were encourage to take the short walk over to Yarram Neighbourhood House where Cathy Cook relaunched Yarram Neighbourhood House and their new logo.

Cathy explained that over the years the Yarram Neighbourhood House had changed its name to Yarram Learning Centre.

"We decided to revert back to the original name because Neighbourhood House is a recognised brand and the old name often was confused with the Early Learning Centre," she said.

Cathy thanked local graphic artist Holly Jonston of Drakeford Digital for her outstanding new logo which captured the three houses of Neighbourhood House so well. "The three houses are this facility here, the mens shed and our exercise facility, this design shows that we are all united," she said.

Cathy also took the opportunity to launch a new project, a game cave, at centre. "This game cave is for children to come after school in a social environment," she said. The program will run by Seamus Doyle and Pavel both passionate about coding and all things IT. The new project will be called "The Forge"

Visitors were invited to explore the facilities at Yarram Neighbourhood house, enjoy a cup of tea and lunch with the committee members and take home one of the special gingerbread house made by and decorated in the theme of Yarram Neighbourhood house by Cathy Cook.

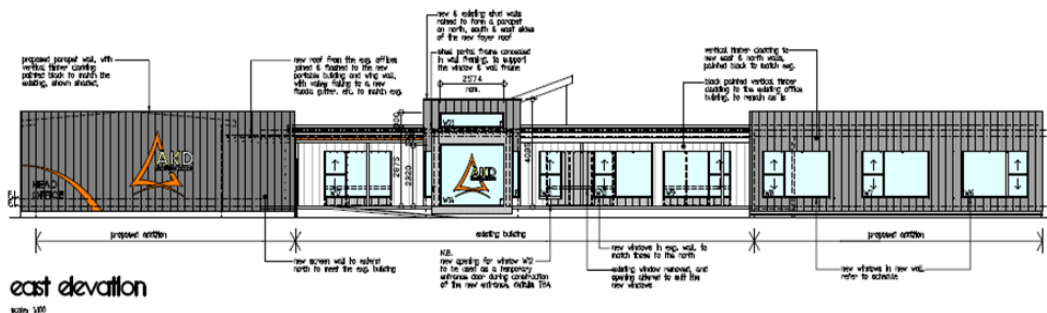


Colac Main Office Upgrade (Stage One)

The Colac main office has been on the list of projects for many years but never got to the top of the list as sawmill upgrades or purchases always took priority. With no lunch room for employees, a cupboard for a kitchen, old and very tired toilets (not to mention not enough of them) and quite simply not enough offices, the time was over due for an upsize and an upgrade. The main office originated as a small weighbridge hut in the early 60's or late 50's and it has been progressively added to over time. But like any building with make overs from the 70's, 80's and 90's it was tired and no longer worked. It also no longer represented the company we are, nor provide the right facilities for our employees.

With the expansion and growth of AKD Softwoods to now a National Business and our commitment to keep key support roles in Colac the main office project could no longer be "bumped" off the list.

Spence Construction from Colac were awarded the tender after a competitive process, and construction began on Stage 1 in November, 2018 and should be finished in June, 2019. The upgrade will see a brand new "frontage" to the building, a new entrance, a new foyer, reception area, 2 new interview rooms, more offices, new boardroom and modern bathroom facilities. This compliments the "classrooms" that were added last year which gave us a large meeting room and a large open plan office space for our entire Colac based finance team.



Planning for stage 2 of the upgrade is well underway with Morton Dunn from Geelong being engaged to provide architectural services for a new staff room, offices and a large open office area.



We thank everyone for their patience as we work through this upgrade, we recognise the disruption and noise is a pain, but the final outcome should be worth the journey!

- Graeme Hall, Projects Manager



Kokoda Trek 2019

In 2018 AKD began developing the idea of creating an “Aspiring Leaders” program that would combine involvement from the local community and aspiring leaders within AKD. The Kokoda Trek which has a lot of symbolic meaning for a lot of Australians and is a tough physical challenge, appeared to be the right opportunity for AKD.

So we pitched the idea to the local High Schools, (CSC and Trinity) with both Principals (Tim and Simon) loving the idea and jumping on board. Through 2018 we developed the concept of how to select the participants, and worked through the necessary requirements of the schools, recognising that AKD would have the responsibility of taking students into the Papua New Guinea jungle. We chose “Kokoda Courage” an organisation run by Peter Condon, who is also going on the trek with us. Peter is a really enthusiastic and experienced guide. AKD views this opportunity as a really positive way of promoting our organisation in the community as well as engaging with a wider community audience.

We advertised amongst the year 10 cohort, and got a lot more interest than we anticipated, with over 25 students applying. We wanted High School students who have an aspiration of “leading” in year 12 and later in life. We had the really tough job of choosing the successful applicants through a process of application letters and interviews. Twelve students (six from each school) were selected. We also chose three AKD employees Steve Lusher (Sawshop), Justin Hickey (Maintenance) and Sophie Devine (Dispatch) who are also “aspiring leaders” to join the twelve students in addition to Shane Vicary (CEO) and a teacher from each school.

There are four recognised pillars of the Kokoda Trail from World War Two—Courage, Endurance, Sacrifice and Mateship. These pillars are perfect symbols for leadership and taking on this challenge.

Everyone has been in training since February and the trainings are escalating in intensity and difficulty with trainings now twice a week and involve a lot of hills! Kokoda is renowned for the steep and difficult terrain, so everyone needs to be physically prepared and conditioned. The trek is 96km across the Owen Stanley Range and is 8 days, 7 nights long. Everyone will be carrying their own packs. Each of the individuals have had to make personal sacrifices to go on the trek as well as contribute financially to the trip. The inaugural AKD trek commences on the 25th of June

Good luck to everyone involved, we can’t wait to hear all about it when you return.



AKD crew Shane, Steve, Justin, Sophie and Sophie's husband Max—
22km training hike from Gellibrand to Colac



The AKD 2019 trek group—20km training walk from Torquay to
Anglesea

UK cricketers help out Colacs busy Forestry crew

The AKD Forestry Crew in Colac have been working hard through summer and autumn to stay ahead of all of the plantation jobs we have to do at AKD. That was with the help of 3 UK nationals here for the dual purpose of playing cricket for Warrion Cricket Club this past season; and spending the cold months back home rather working here in the warmth (and heat) pruning pine trees and swinging a brush cutter. Their time with the Forestry team in Colac is now coming to an end and we have been grateful to have their assistance this year.

AKD owns just under 10,000 hectares of pine plantation managed over multiple properties across Victoria and into South Australia. Across three regions our plantations have a range of site productivities for growing pine trees. The highest site productivity properties are in the Otway Ranges south of Colac where we have 1,800 hectares. Every productive hectare in the Otways is important to AKD because of how much overall volume these plantations grow and the close distance to the Colac and Irrewarra Mills.

With greater site productivity and the adjacency to wet eucalypt forests comes a significant woody weed regrowth load in the plantations. This regrowth can't be completely dealt with by chemicals before and after planting. That is where the important work of the AKD Forestry Crew comes in. We target this regrowth in the 3 – 5 age range by brush cutting and painting stumps with roundup so they do not re-grow. This year again the crew has been very busy while site conditions allow good access. Over the last 5 years AKD has harvested and re-planted on average more than 110 hectares per year in the Otway Region. There is around 430 hectares currently in the 3- 5 age range where woody weed control is very important for the future plantation crop.

Of course with a wide range of property maintenance and other plantation issues to manage across the estate our focus is not just on woody weeds. There are many other jobs that also need to be done and the UK team was able to help out with these jobs where they could also. I'd like to join Warwick, Ralph, Luke, Daniel and the rest of the team at AKD in wishing Billy, Charlie and Sam every success on and off the cricket field in the years to come.

- Gordon Robson, Forest Estate Manager



UK cricketers Sam Harris and Charlie Barriball



Billy Barriball on his first day in the bush

Rise of the Machines

February 2019 saw the commissioning of the Mill Analytics project in the Colac Greenmill. Mill Analytics is a system developed by USNR that utilises leading-edge computing and optimisation technology and applies it to our state-of-the-art Sawline, further pioneering sawmill quality systems into the modern era.

Mill Analytics is an artificial-intelligence based computer system that collects and analyses real-time scanner imagery, determines sizing trends and automatically corrects Quad-Bandsaw offsets to ensure sizing accuracy. All of this is done in real time, without the sawmill stopping or requiring operator inputs.

“At this stage the artificial-intelligence has been limited to QC problem solving applications and thankfully there has been no indication of it becoming self-aware or launching a ‘Skynet’ type uprising.”
– Tom ‘Connor

Historically, quality control for sideboard thickness has been a manual process that is time consuming, error prone and with small sample rates. QC operators manually collect sample sideboard, and record measurement data. This data is combined to calculate size deviation and to make Setworks adjustments. At current processing speeds, by the time the size check is completed, hundreds or thousands of pieces have been processed that are potentially out of tolerance.

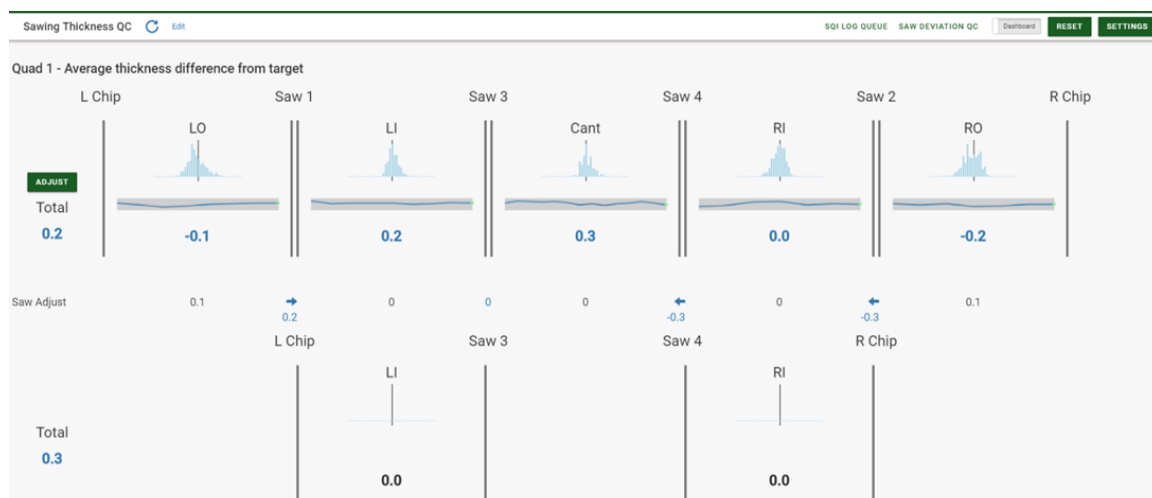
Now, with Mill Analytics –For every log, the system analyses and controls sizes by matching flitch data from the downstream edger to the original scan at the log line. The match data is then combined with the scanner thickness measurements to calculate a trend for each set of cutting devices. When a trend is identified, the system automatically sends the appropriate Setworks offsets to the PLC to bring the system back under control.

Since the installation we have seen a dramatic improvement in quality, and an overall decrease in the amount of fibre lost due to sizing related issues. This leads to a higher customer satisfaction internally & externally and improved margin growth over time through consistent higher recovery. Overall, the project has been a fantastic opportunity to work with emerging technologies to develop and enhance our processes. As we progress this project into the future it will become a crucial platform allowing for us to become smarter and more efficient sawmillers as we strive to be an internationally competitive organisation.

Tom O’Connor, Recovery Champion

“It’s made my life in the mill so much easier. Having the system automatically making the adjustments to the Quad-Bandsaws during the run, makes it easier to keep onto the quality of the machines further down the line. This gives me a lot more time to analyse the machine centres throughout the mill, without having to worry about manually doing size checks for the Quad Saws. “

– Mick Walker (Quality Control Operator)



DRYMILL

9552 packs produced

1601904 lineal metres produced (1601 kms)

824719 pcs produced

TRAINING

Colac site has more than **160** people with a Forklift Licence

STORES

Colac/Irrewarra have used over **50,000** Litres of oil so far this year

I.T

Across all the sites we have over **600** jobs logged a month

Human Resources

36- average number of interviews conducted in Colac each month

Congratulations!

Congratulations to the following staff on reaching a milestone this Mar-Apr 2019

Trinca	Scott	11/03/2014	5	AKD Colac
O'Connor	Thomas	12/03/2014	5	AKD Colac
Kruss	James	20/03/2014	5	AKD Colac
Kahaki	Rawiri	7/04/2014	5	AKD QLD
Jennings	Wayne	8/04/2014	5	AKD Colac
Morgan	Michael	14/04/2014	5	AKD Vic
Lawrence	Daryl	14/04/2014	5	AKD Colac
Harris	Adam	22/04/2014	5	AKD Colac
Pumpa	Toby	22/04/2014	5	PPP
Nottage	Beau	24/04/2014	5	Jelfor
Mundy	Brendan	20/04/2009	10	Jelfor
Light	Grant	1/03/1999	20	AKD Colac
Wilson	Sharon	29/03/1999	20	AKD Colac
Hounsell	Raymond	2/03/1994	25	AKD NSW
Maher	Debbie	8/03/1994	25	AKD NSW
Keogh	Vicki	16/03/1994	25	AKD NSW
Jorgensen	Aneta	15/04/1994	25	AKD NSW
Hart	Wayne	30/03/1989	30	AKD QLD
Baxter	Wayne	26/04/1989	30	AKD QLD
Hallifax	John	29/04/1989	30	Sheltons
Booby	Allan	7/03/1984	35	AKD NSW
Callaghan	Geoffrey	12/03/1984	35	AKD NSW
Fridey	Rodney	22/03/1984	35	AKD Colac
Robinson	John	26/03/1984	35	AKD NSW
Talbot	Garry	25/03/1974	45	AKD NSW

FUN FACTS



- When people gorge on a chocolate Easter bunny, 76 per cent bite off the ears first, 5 per cent go for the feet and 4 per cent opt for the tail
- Easter falls on a different day every year due to the Vernal Equinox
- The tallest Easter egg chocolate was made in Italy in 2011. It stood at 10.39 meters and weighed an astounding 7,200 kg.
- Back in the day, pretzels were often used to celebrate Easter
- In 2007, an egg covered in diamonds sold for almost £9 million.
- Different countries celebrate Easter in different ways. In Sweden they do not have an Easter Bunny, they have an Easter Wizard!
- Easter is the second largest candy consuming holiday. Halloween is the first.

New Employees - WELCOME TO THE TEAM

AKD welcomed these new employees in Mar– Apr 2019
and encourages everyone to make them feel welcome and work together to keep them
safe.

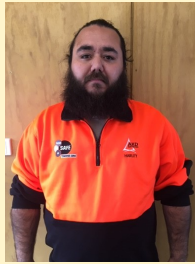
New employees are encouraged to ask a lot of questions, so please help them out.



Melissa Garner
COL-ADM



Grahem Payne
COL-DIS



Harley Trindall
COL-DM



Asudallah Qambari
COL-DM



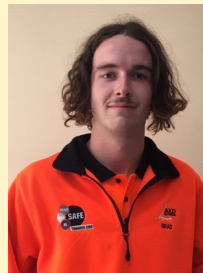
Kane Laurie
COL-DM



Zachary Rowarth
COL-DM



Peter Hull
COL-EWP



Bradley Bailey
IRE-GM



Joshua Reid
COL-DM



Michael Swanson
COL-ADM



Andre Martin
IRE-RMC



Bill Wilson
YAR-LY



Brett Phillips
YAR-MAIN



Craig Campbell
YAR-GM



Thomas Taylor
CAB-GM



Blade Teichmann
CAB-GM



Stephen Ball
CAB-GM



Ross Holpen
CAB-GM



Peter Morris
CAB-GM



Michael Byrne
CAB-GM



Latrell Lesa
CAB-GM



Adam Brown
CAB-GM

The 2019 Otway Trail Run

As part of AKD's Health & Wellbeing Program and promoting the importance of being active; each year we encourage our employees to take part in the annual Otway Trail Run—an event we proudly sponsor. AKD has a long term relationship with this event going back over 8 years.

The day is not about winning – it is about getting out, being active and enjoying the day with family, friends and work mates. The event has several hundred participants with funds raised given to local charities.

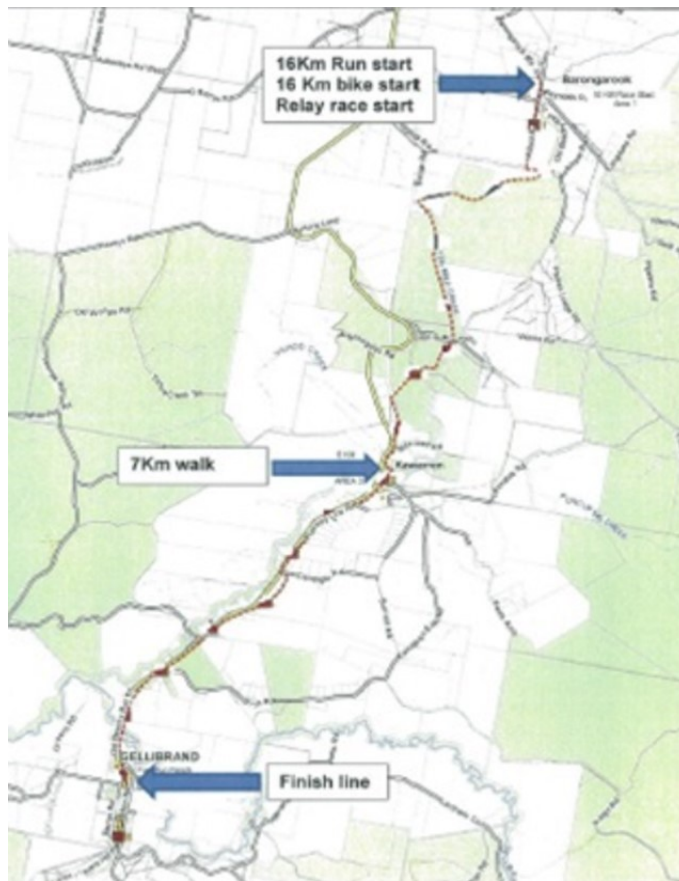
The event is held in the gorgeous Otways, along the Old Beechy Rail Trail and consists of either a 7km or a 16km run/walk.

Being active, not only improves health— but is great for the mind, body and soul.

Although it was a little chilly this year with some slight drizzle, some of our employees and their families (pictured below) braved the conditions and enjoyed the day—representing the AKD Team.

Great effort!!!

- Toni Kirkup



AKD employees (and family) pictured: Warren, Mark, Emma, Neil, Sophie, Sue, Jo, Brad, Shane and Ben





Yarram Safety News

Well here we are—1/4 of the year gone already, and it has been busy— hasn't it? Recently I have been travelling to another site. I was fortunate enough to get asked to help our team members at Jelfor Treated Timbers in Traralgon. It has been really good to be involved assisting with their continuous improvement of safety on the site. Many positive changes are quickly taking place and this is due to the Jelfor team driving it, taking ownership of it.

This reminds me of acceptance of safety into our lives, it takes us to OWN it. Do we look at it and say "That is really going to make my job difficult" and think of all the changes as "making my job harder" or do we take it on board and see the benefits it could bring?

The Yarram Site has gone through many changes over the years and I to have thought "it is just too hard" and "how is this going to work" and wanted it to go away. Some of these changes were because of the way our company at the time was structured but the majority of it was necessary and the result is that the site has benefited, it is more efficient and it is much safer. When I look back at how we were and how we are now—yep it was worth it. So getting back the point of owning it, that is what it takes to be safe— give it a go and try it out first and reap the rewards.

What are we getting up to safety wise at Yarram? We are continuing our process of improvement and are currently working on forklift safety; so it is very timely that this is also the company wide focus at the moment. One of the things I say quite often when inducting people is— you are driving a car and you are on a main road and there is very good visibility, you notice a loaded truck coming from your right hand side on a side road and you know it crosses your road up ahead. You judge it's speed and you think he may not be able to stop. Do you just think I have right of way and not plan ahead to be able to stop if needed? If this is the case you could be right—but it may be you will be 'dead right'. Similar happens when we are working around mobile plant, do we just put our head down and think I am right or do we pay attention to what is happening and give that extra room around the mobile plant if needed?

Think Safe, Work Safe , Be Safe and Enjoy Life.





Safety, Health & Wellbeing

It's time to get real & honest...

I really try to use the Splinter as an avenue to share some of the great things that are happening across our business and what improvements have been made since the last edition—but not this time.

This article is all about raising awareness and recognising just how serious and widespread Mental illness is.

We now have a business employing over 1200 employees, many of which have a large circle of family and friends. Let's not be naïve, there would be people within our business that are personally, or are close to someone suffering from a mental illness.

Mental illness affects 4 millions Australians.

Everyday, 8 Australians take their own life!

Mental health is NOT discriminative—it can effect **any gender**, of **any age** at **any time**.

There are many types of Mental Health issues and illness, including (but certainly not limited to), anxiety, depression, bipola disorder just to name a few.

People that suffer from a Mental Health illness experience a range of symptoms and if not treated correctly can lead to serious, long term issues and can have an impact on those closest to us.



I was reading a number of real life stories on those suffering with Mental illness, with the intent of sharing to show just how serious this issue is, but if I am **‘real & honest’** to myself—why wouldn’t I share my own story, given I have experienced this first hand....

When I was growing up, my dad was my hero. He was so strong - always at the gym (in my eyes, I saw him like the ‘hulk’), he was healthy, active and worked extremely hard. He was one of the boys and enjoyed having a beer at the pub with his mates on a Friday after work—so, a typical ‘Aussie bloke’!

It was not until years later that things started changing—he was suffering from depression, but all those years ago, the knowledge and understanding of Mental illness just wasn’t around. No way was he the ‘type of guy’ that would express his emotions and ask for help, so his illness was not known to us and was not treated.

What life looks like for my hero now.....mum & dad are divorced, dad lives on his own rarely leaving the house, his financial status is minimal and his grandchildren (my girls) barely ever see their pop. Needless to say, his quality of life decreased dramatically.

At Christmas, we nearly lost him due to issues with his heart—long term physical issue of going untreated, I can only assume!

For any person reading this, the message is:

- If you or someone you know is showing signs of Mental illness, **REACH OUT & GET HELP!**
- Talk to your kids, your partner, your family, your friends—get the message out there
- **Know that there are people that can help**
- Take the time to read and understand more about Mental Health
- Your Health & Wellbeing is important to us—we encourage you to talk to your Supervisor / Manager if you need any support and assistance.

Emergency	000	
BeyondBlue	1200 224 636	www.beyondblue.org.au/
Lifeline	13 11 14	www.lifeline.org.au/
MensLine Australia	1300 789 978	mensline.org.au/
Kids Helpline	1800 551 800	kidshelpline.com.au/
BlackDog Institute		www.blackdoginstitute.org.au/





As some of you know I am the very proud father of two teenage children, Ben who is 18 and Dara who is 17. As the kids have grown up I have consistently encouraged them to be their own person, to be true to themselves and never let anyone else define them or give them a label. This has been my constant message to them, that they own who they are, to be proud unique individuals. They are the authors of their future and they determine who they will become as adults, and to own this opportunity and responsibility.

So its ANZAC Day today as I write this and I attended dawn service this morning and as such I began thinking about that "ANZAC" label which was originally the designation for the combined Australian and New Zealand corp in WW1. That "label" is more like a legend now, and I think it really comes across as the ANZAC Spirit. For most of you reading this, you will connect as Australians, for those of you born in NZ like me we also connect as Kiwis to the ANZAC spirit. For all of the small differences between the countries it's the significant similarities that bring us together. Nationally aligned-individually unique.

The ANZAC spirit was a concept that both Aussie and Kiwi soldiers in World War One had characteristics or qualities that brought them together or defined them - endurance, courage, ingenuity, good humour, and mateship. One of the most known reflections (quotes) on the meaning of ANZAC is found in the famous war correspondent Charles Beans ANZAC to Amiens.

"By dawn on December 20th ANZAC Cove had faded into a dim blue line lost amid other hills on the horizon as the ships took their human freight to Imbros, Lemnos and Egypt. But ANZAC stood and still stands for reckless victor in a good case, for enterprise, resourcefulness, fidelity, comradeship and endurance that will never own defeat."

I am not going to try and cheapen the ANZAC concept by comparing it to AKD. But I can connect the fact those young men over 100 years ago were defined as one group even though they came from cities and small towns spaced far and wide from two different countries. They were recognised as being innocent and fit, they were stoic and laconic, irreverent in the face of authority and disdainful of British class differences. Nationally aligned - individually unique.

So as I think of my kids and telling them to go and live life and not let anyone label or define them and I think of AKD. We are now a collection of sites spread across the country, we come from a large variety of backgrounds but here now we come together for a common cause. How should we define ourselves, what do we want to be known for? Its not for me to tell you! Its up to you, what is the AKD Spirit? What is the legacy we can create?

So when we think of the behaviours that we accept and the ones we do not accept, this becomes our definition, it determines our collective culture. This is not about management setting business expectations and everyone choosing to buy in or not. This is about you, me and everyone choosing what behaviours are acceptable and what are not. This is about choosing what we want to be known for as an organisation and as a collection of individuals working together. So my challenge to you, what behaviours do we start doing, continue doing and what do we stop doing.

P.S: Thanks to Wilba and Brendan for representing AKD on the Camp Quality convoy, and congratulations to all of the AKD employees who celebrated service anniversaries.

This Months Contributions



Thankyou to the Splinter team;

- Clark Rodger,
- Sophie Ross,
- Bree Meesen &
- Janelle Monaghan

- Greg Levinge
- Janice McDonald
- Graham Clarke
- Ray Hounsell
- Brooke Jarrott
- Greg Hynes
- Graeam Hall
- Tom O'Connor
- Colin Balboni
- Toni Kirkup