

JULY-SEPT 19
EDITION 29

THE SPLINTER

AKD EMPLOYEE NEWSLETTER



The Kokoda Trek group plus porters, Day 7 on top of Imita Ridge. Pages 16-17

AKD goes Bogan

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Courage and Confrontation

I know that not everyone feels comfortable calling out someone else's unsafe choices or behaviours. I know that, because people have admitted it to me and I understand why. For some, they are new and don't want to be seen as causing trouble, some are young and haven't had experience doing this and some people simply don't like confrontation.

So what is harder? Having the courage to call it out OR to walk past it and pretend that you haven't seen it and then potentially have on your conscience for life that moment in time that you could have saved somebody from harm.

Let me share with you some of my experiences. In the 15+ years of being in a Health and Safety role, I have witnessed the repercussions of four fatalities and far too many serious injuries. What was consistent throughout all of these incidents, was the people that were indirectly involved, either in the area, seeing the lead up to the incident etc. Many of them said through the investigation process comments like "I knew that wasn't right", "I knew that was an issue" and "I should have said something".

Although these people didn't get injured themselves, the flow on effect lasts for years – the trauma, the continued reminders as they see family members in the small towns they live in, the constant triggers that remind them of the incident when they present to work every day.

We all need to ask ourselves – what would be harder, raising a safety issue with someone or not?

With the incidents I have been involved in, I would take the confrontation any day of the week. Yes, it takes a lot of courage to call someone out, but trust me, **it is worth it!**

Given this, I had to share with you this poem. Read it, understand it and appreciate it for the message it is delivering.

Toni Kirkup

National Health
& Safety Manager



I COULD HAVE SAVED A LIFE THAT DAY

*I could have saved a life that day,
But I chose to look the other way.
It wasn't that I didn't care;
I had the time, and I was there.*

*But I didn't want to seem a fool,
Or argue over a safety rule.
I knew he'd done the job before;
If I spoke up he might get sore.*

*The chances didn't seem that bad;
I'd done the same, he knew I had.
So I shook my head and walked on by;
He knew the risks as well as I.*

*He took the chance, I closed an eye;
And with that act, I let him die.
I could have saved a life that day,
But I chose to look the other way.*

*Now every time I see his wife,
I know I should have saved his life.
That guilt is something I must bear;
But it isn't something you need share.*

*If you see a risk that others take
That puts their health or life at stake,
The question asked or thing you say;
Could help them live another day.*

*If you see a risk and walk away,
Then hope you never have to say,
"I could have saved a life that day,
But I chose to look the other way."*

By Don Merrell

Introducing AKD's Health, Safety and Wellbeing Team

Toni Kirkup
National Health,
Safety & Wellbeing
Manager



I have worked in the Health and Safety arena for around 15 years and have experienced the highlights (seeing some incredible transformations) and certainly some very challenging low points (fatalities and serious injuries). I don't think there are many Health and Safety professionals that are in their role for the money – this is a role that you have to really love and appreciate the ups and the downs.

Some people would already know this from having worked with me or from the recent survey sessions – I have worked at AKD for just over 4.5 years, I have two beautiful girls Taylor (10) and Charlie (8) and a partner that I have been with for 23 years, but I'm still not sure if he is 'the one' so we aren't married yet!

When I'm not working, I LOVE being a mum – just enjoying family time together and running

the girls around to their sports, friends etc. Trying to juggle everything is tough sometimes – life can get very hectic.

One thing that no one would know about me is that I shaved my hair for the World's Greatest Shave about 6 years ago and managed to raise just over \$8k – something I was pretty proud to be a part of.

My favourite type of food is Italian – bring on the pasta and the carbs!

Colin Balboni
CABOOLTURE



I am a motivated and multi-skilled EHS Manager with extensive experience in the management of safety, health and environmental compliance within the agricultural, distribution and logistics industries.

I originally came from down south in Victoria/Melbourne and have worked for companies such

as Metcash IGA, Graincorp, Simplot and Parmalat.

In my spare time, I enjoy spending time with my family and engaging with the community of North Lakes through the church, Church Unlimited. I love working with the young ones spreading hope to the next generation, ranging in age from 18 months

to six years old.

In Queensland I have found some loyal footy supporters to watch the beloved Collingwood with (there's always next year). I enjoy keeping fit and recently ran to raise money for cancer research with the team at the Bridge to Brisbane.

My favourite food is Thai.

Rodney Sutton
TUMUT



I recently ticked over 26 years on site in July. I am a woodmachinist by trade and my previous roles include Grinding Room team leader, shift Leading Hand, Forklift Driver and general rouseabout.

I moved into the safety role after completing certificate IV in Training and Assessing, Cert IV in OHS, Auditor Training, etc.

The thing I most enjoy, aside

from ensuring everyone gets home to their family's safely, is the diversity of the role - there is something different to do every day. Having said that, I don't think I have ever left work and felt I finished everything, there's always something to do!

Outside of work, I have been married to Naomi for 23 years and have three kids - Brodie (19), Maddison (17) and Keigan (11) -

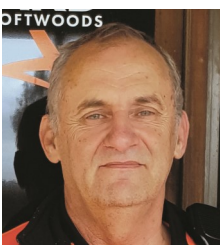
and I love spending time with them camping, fishing and all that good outdoors-type stuff.

One fact no one would know about me is that I went to a *Deltones* concert back in the day.

I also enjoy watching the V8 Supercars and is a Cronulla sharks supporter.

My favourite type of food is Chinese

Graham Clarke
YARRAM
OFTWOODS



I was born in Sydney Crown Street Hospital on the 20th September 1960. I have been in the Timber Industry for about 25 years.

I have been married for 35 years with two children, a daughter and son, and two grandsons, Thomas going on five and Xavier who is two and a half.

I like real motorsport (not Super Cars), tin tops or open wheelers.

My son and I spent (or mis-spent) 13 years racing GoKarts.

I like all types of music except Rap and my favourite thing to eat is anything seafood!

The World's Fastest Indian, about Burt Munro from New Zealand, is my favourite movie and I've watched it many times. Burt had a good no-nonsense approach to going fast – not pretentious at all, no big money

but seriously a fast bloke.

The best thing about my job is when you solve a problem and it goes that well, that no-one actually knows you did anything, but you can see the result working well.

One fact about me is that I can't play guitar – well not yet, but I'm still trying!

Mark Skinner
COLAC



I am a Colac local with two girls aged 22 and 20 and one granddaughter aged two.

I worked at Bulla for 24 years holding various roles. I then joined ALC in a shared role of Maintenance and Safety for about 2.5 years before joining the AKD team.

My favourite food is fresh seafood (but there isn't much I don't eat).

I enjoy 80's and 90's music and my favourite movie would have to be *Top Gun*.

One fact about me is that I'm a Carpenter and Joiner by trade.

I love the outdoors and being

active, including anything from gardening, mountain bike riding and kayaking to fishing, motorbike riding and hunting.

Each year I spend around a week at the Darling River on a 200,000 acre outback station fishing for Murray Cod and doing a little bit of hunting – I have done this for 30 consecutive years.

AKD Health and Safety

TUMUT

It's been a good couple of months considering all the activity going on around site with contractors and site employees working on the Breeders Choice business integration. Well done to all involved, with **Zero** injuries reported. We are now working through the traffic management side to ensure all risks are identified and reduced.

SLAM has been rolled out and embedded across the site, it was well received by all employees which made the transition relatively seamless.

Behind the scenes, we completed a Health and Safety Management System Audit against Australian Standard 45001 to identify any gaps. The intent was a wholistic approach to see what was happening throughout the business and what could be improved.

The audit also identified the good things that could potentially be adopted and shared throughout the business.

A number of Tumut personnel were involved in the Chain of Responsibility Gap Analysis. This is predominantly around product leaving the site eg: Finished Goods, Treated Sleepers etc.

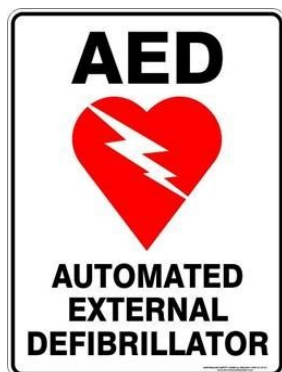
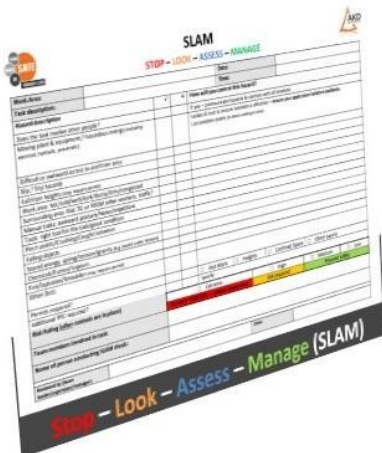
These "audits" for lack of a better word, are ways to improve on what we are doing and are a proactive approach towards improving our business.

With the addition of a few more Automated External Defibrillators (AED's), we now have six defibrillators across both sites (five at the Sawmill site and one at Gilmore). These pieces of equipment are something I hope will never need to be used - but if they are required, then they will be there and ready to use.

Myself, Tim and Gordon had the pleasure of spending some time at Colac working on all things Risk Manager with Mark and Toni, but guys, next time I'll wait until the warmer months to visit!!

Rodney Sutton

EHSR Advisor - Tumut



CABOOLTURE

Fresh Eyes—Hazard ID

The area on the western side of the Log Infeed to the Greenmill had an access door next to the Workshop Storage Area and Infeed Hydraulics. At some stage the door which restricted access to this area had been removed and the access blocked with a concrete slab.

The concrete slab failed to prevent access to the Log Infeed Area, representing insufficient guarding. The access point has now been closed off and painted to improve aesthetic appeal.

Thank you to the Greenmill Team Leader, Dan Wall, who picked up this issue during a routine inspection.

Injury Free 1,000 Days

The Linfox transport team at Caboolture, Queensland has celebrated a major milestone this year, reaching 1,000 Days Recordable Injury Free on 26 July 2019. This helps both Caboolture Sawmill and Linfox ensure we are keeping those working on our site injury free and returning home the way they came.

Caboolture Dispatch Manager Darren Wilton, acknowledged Linfox's Site Manager, Greg Hynes. "Greg always leads by example. He is a Safety Champion for us in the wood business."

I congratulate the team on the achievement. This result is a testament to the hard work put in by Greg and his team every day. He has been a great support to our goal of Zero Harm.

Colin Balboni

EHS Manager - Caboolture



Linfox 1000 days

AKD Health and Safety

YARRAM

What is the Risk?

Recently, the site has been working through a variety of projects, and part of this involves conducting a 'Risk Assessment'. So what actually is a risk assessment, and what is the purpose of it?

Everything we do contains an element or form of risk, it is a part of life, a part of work and a part of play but the real mistake is not recognising the risks. We need to try and control or reduce the chance of these risks accounting. That is the basic intention of a 'Risk Assessment'. We do them every day- while we are driving a car, crossing the road or more formally at work when completing JSA or SLAMs - these are all forms of risk assessments.

During our homelife, we have probably started what looked to be a small job that we wanted to get out of the way so we could move on to something more enjoyable. We started off by rushing into it and unfortunately, by the afternoon, we're still head down and wishing we hadn't started it, and we never got onto the other thing we wanted to do.

Why? Most likely there were a series of factors hidden in the task that we hadn't realised, making more complex than we initially thought. That is why, at work, we plan carefully and a part of that planning is conducting a risk assessment that helps identify any hidden things that could affect safety.

For example, at Yarram we are changing and redesigning the Saw Shop. Before it was even started, a team was formed to look at what we want the Shop to do, what fixed plant would be in there, what chemicals will be used if any, even down to how we access the Shop and how it will interact with the rest of the site.



The start of the Yarram Sawmill Saw Shop changes – floor levelling.

JELFOR

The Jelfor Treated Timber Site has already started down the road of risk assessments before changing the site as well. One early project was a change to make the Chipper In Feed more workable and safer. The risk assessment process allowed for a design that meets all safety requirements and fits into the work processes.

Graham Clarke

EHSR Advisor – Yarram

COLAC

Isolation Verification Program

Isolation is a vital process across our sites to ensure everyone's safety, especially when working with and around machinery and equipment.

Understanding energy sources and associated hazards with machinery and equipment can be daunting at times but is critical to ensuring we have safe work practices in place.

Concerns were raised to us in August, and as such, we commenced an isolation verification program aimed towards verifying all isolation processes across machine centres at both Colac and Irrewarra sites. A key component towards ensuring the success of the program was to form a team that ensured we had the right representation (Maintenance, Operations and Cleaners) and expertise with the types of energy sources identified (electrical, hydraulics and pneumatics).

The verification program involved the team identifying energy sources and isolation methods, ensuring isolation methods were both effective and documented correctly.

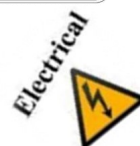
While some machine centres were found to be correct and accurate, a number of audits carried out found areas that required improvement. Some common themes for areas of improvement ranged from unlabelled isolation switches, safe work practice documentation that was inaccurate and additional isolation switches that were required.

Overall the program was found to be very beneficial. It identified gaps and areas for improvement in our isolation processes and was also an opportunity for key people to come together around machine centres and form other safety related discussions and ideas.

While we still have some way to go with completing the program, I would like to thank the team that originally raised the concerns, and everyone involved with the great work that has been done. I'm sure all involved would agree that this has been a worthwhile exercise.

Mark Skinner

Safety Advisor - Colac



Let's Get Technical

Treatment Plant Chemical Upgrade-Low Odour

Light Organic Solvent Preservative (LOSP) is a proven and highly effective preservative treatment used to protect wood used in external, above ground applications. While customers have always appreciated the dimensional stability and appearance of LOSP, the odour has sometimes been an issue. LOSP treated timber has a petroleum-like smell, and while it's less noticeable over time and is perfectly safe, the smell is nevertheless unpleasant for timber merchants' staff and is often detectable by customers in store.

AKD addressed this problem, by introducing Low Odour version of Lonza's Vacsol® Azure LOSP treatment preservative. The Low Odour product was launched in May 2019. This chemical has improved operational efficiencies and asset utilisation, as well as reduced uptakes – without compromising penetration of both sapwood and heartwood.

Chemical characteristics of the preservative

Low Odour chemical has a very low aromatic content (<0.5%), which provides reduced odour, along with improved OHS and environmental attributes. This preservative has combustible solvent, with the low volatility and slower rate of solvent vaporisation. Dimensional stability of Low Odour along with other genuine H3 LOSP timber products is unparalleled. A water-free treatment improves dimensional stability of the timber.

The preservative consists of active ingredients: fungicides tebuconazole and propiconazole, along with an insecticide / termiticide permethrin. These active constituents are widely used around the world in numerous formulations for protection of a wide range of produce, materials and wood-based building products, protecting against mould, decay and insects in both residential and commercial settings.

Workplace environment benefits of Low Odour chemical:

- Less odour
- Less OHS and environmental concerns from workers/ customers
- No need for forced air extraction in stock areas
- Flash point of 67°C
- Significantly lowered fire risk for site.

Marina Milic

Technical Officer



National Softwood Machine Graded Pine Review

AKD will be joining the rest of the Australian Timber Industry to undertake a national review of MGP structural pine products over the next 18-24 months. The purpose of the review is to check that the MGP product is aligned to the engineering timber properties specified in AS1720.

As one of Australia's largest producers we will be playing a significant role in the review by supplying samples from our four structural mills, which includes Highland Pine Products.

The reason for the review is to ensure that the current timber resource is still delivering the five major properties required in the standards that engineers use to design timber structures. The properties we need to deliver are bending strength, average MOE (stiffness), tension strength, parallel, shear strength, and compression strength.

All mills monitor average MOE and bending strength every day to meet the requirements of AS 1748, the structural pine standard we stamp on our timber, and rely on the correlation between these properties and the other three to check the compliance on a day-to-day basis.

This review will provide up-to-date correlations to check if the properties of timber have changed over time. The correlations may have changed due to changes in how trees are grown for example: tree genetics, fertilising, or harvesting practices such as thinning, climate or harvest age. They may have also changed due to advanced sawmilling practices for example acoustic grading, scanning, continuous kiln drying and curve sawing.

If the properties have changed the industry will need to consider two options –

1. Changes to the standards
2. Changes to industry practices include new thresholds test

Samples from all producers Australia wide in all grades, including low grade, will be collected and tested. Each structural mill will collect, number, store and deliver hundreds of samples to the University of Adelaide.

The sampling is due to begin in the next 6 months and will go for 12-18 months to ensure all possible supply regions, seasonal effects and species are captured.

Nick Murray

R&D Technical
Project Manager



AKD's brand "facelift" and new partnership with Australian Made

As AKD has grown significantly over the past few years, the opportunity for where and how our company branding appears is also growing and developing.

In terms of this evolution, we are currently reviewing our branding to ensure that we have good consistency between internal and external representations of the company – in all the different mediums and places our name appears.

This is not an exercise to 'rebrand' or change the company name, but we are going to be undertaking a brand revitalisation that reflects the progression of the business and our plans for the future. One of the most recognisable aspects of who we are is our orange and black company colours and you can be assured, this will remain! You may have noticed the

last edition of the Splinter's front cover with the new revamped AKD logo.

We'll keep you posted on how this rolls out over the coming months.

In conjunction with this brand update, we have recently received approval to use the Australian Made and Grown logo across our business.

Where will this appear?

We are planning on this logo being included with the AKD company logo on our product wrap, our truck curtains, our customer documentation and our revamped website as just some examples.

Looking forward to everyone's feedback and support on this.



Launch of AKD's Cyber Security Awareness Campaign

In June 2019, the IT department launched their campaign to raise awareness of cyber safety across all AKD sites.

The campaign involved online-based training, customised screen savers and weekly tips addressing different cyber security ideas for users. Cyber safety topics included phishing, hacking, changing passwords and personal information protection.

Thank you to Kyle Edwards and Brooke Welsh for the eye-catching screen-saver design, Tiffany Granger for the weekly tips, and Stephen and Kyle for spearheading the campaign!

Results from the first month of simulated phishing emails (394 emails sent) showed that there has been much improved user awareness across sites of potential phishing emails, but we still have about 8% who fell for those emails. That's about 30 potential 'cyber risks' to AKD and individuals in one month!

We will continue to make Cyber Security an important part of AKD's business.

Remember, "Security, it's everyone's business" and "Let's protect AKD's security together".



66%	Safe but not report to IT
26%	Safe and reported to IT
6%	Clicked Link
1%	Opened attachment
1%	Replied email



AKD Receives Carbon Credits

AKD's strategy for our plantation estate is to at least double the area we have under management over time as the opportunity arises. Last year we acquired two ex blue gum properties in Victoria, one north of Beaufort at Mt Lonarch and the other one at Casterton. The property at Casterton, called Glendhu Rd, involves more advanced blue gum coppice following harvest three or so years ago. Here, we are going to grow blue gum on half the property again to harvest as a commercial crop, while we are likely to convert the other half to pine in 2020.

At Mt Lonarch last year, before commencing site preparation, we successfully applied for and received carbon credits from the Federal Government's Clean Energy Regulator. These carbon credits are awarded to AKD for the difference in carbon accumulated between a short term blue gum crop harvested as pulpwood and a longer term pine plantation grown for structural timber. According to the rules of the Carbon Farming Regulations, the carbon credits are only awarded for net new business rather than business as usual. So we can't get credits for replanting our existing pine plantations.

However we can get credits for the net carbon accumulated for changing short rotation plantations

into longer term crops, or further clear credits for planting green field sites to pine. This is because in theory we have the option of maintaining the existing blue gum crop or choosing to convert the property to pine.

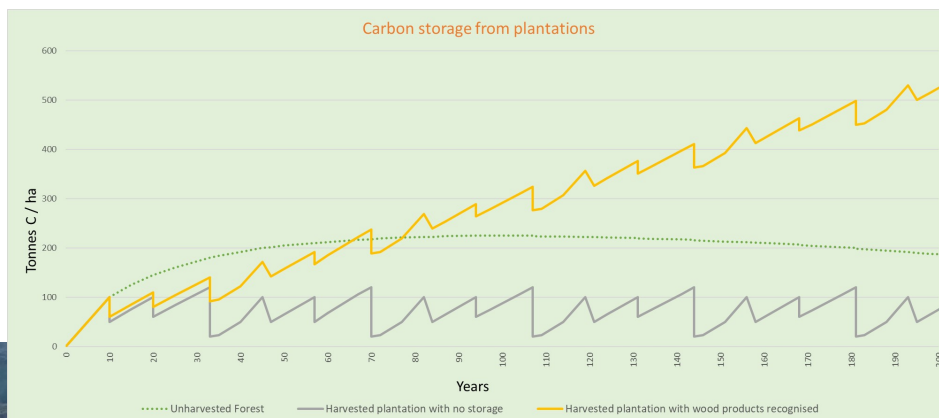
It has only been in the last 18 months that the Carbon Farming Regulations have been changed to recognise the accumulation of carbon in permanent wood products from plantations, which has created this opportunity. The chart below shows the difference between recognising the carbon accumulated from wood products and the previous situation where these were not recognised.

The number of credits awarded at each property is based on a standard model for the estimated productivity of the site and the calculated net carbon captured. AKD then get to trade these credits on the open market. We may choose to take part in a further round of the Federal Government's carbon

auction mechanism or sell the credits to a large carbon emitter as emission offsets. It is likely that the price of carbon credits will significantly increase in the next two years as airline companies are required to offset their emissions and other industry regulations relating to carbon also come in to place.

So far we have sprayed, chopper rolled, ripped, mounded and planted 14 hectares at Mt Lonarch. Across the remaining more than 90 hectares we have sprayed the coppice and done a considerable amount of chopper rolling to crunch up the blue gum coppice ready for ripping and mounding.

Once things dry out again from winter, we will complete the site preparation works to get the rest of the property ready for planting. Then on to the rest of the program where we plan to plant up to 600,000 pine trees during winter 2020.



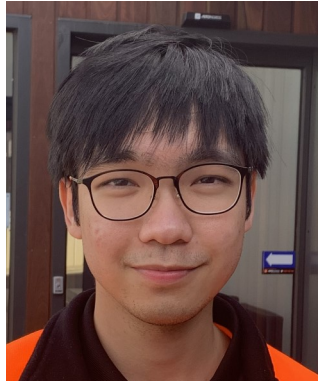
Mt Lonarch

AKD Welcomes New Graduates

JOHN PAUL CABRAL ENGINEER GRADUATE TUMUT

I am 24 years old and moved to Australia from Manila, Philippines. My family still live in Manila but I have cousins that reside in Sydney. Prior to moving, I was studying in the Philippines as a second year Civil Engineering student. Having received an offer to study in Australia on a scholarship grant, I relocated and continued studying Civil Engineering at Deakin University.

I enjoy being out and about with my friends enjoying good weather, good food and life in general. I like computers



and found a recent interest in cars and motorsports, such as F1. I now spend some time fiddling with parts in my car and watching the races on the weekends. I also play (albeit not too well) sports such as soccer, tennis, badminton, and basketball.

I have been in Australia since 2016, graduating from Deakin University in 2018. Since then I worked for Deakin University on research and development projects in regard to engineering wood products such as LVL.

I joined AKD's National Technical Team in September this year and am based out of the Tumut site. Initially, I am learning sawmilling and continuing to develop my skills in Engineering.

I acknowledge I will have a lot of ups and downs in this new role, especially for a new and inexperienced person like myself jumping into a

large established saw-milling business.

However, I am happy to take on this challenge and learn the ways of sawmilling and optimisation. Especially with the number of mentors here at AKD that are happy to guide and help me develop.

Now that I have started at AKD and moved to Tumut I am excited to get to know the site more and meet the people.

In the long run, I'd like to be an expert in optimisation, getting the best recovery out of the logs and hopefully helping the company generate more profit with reliable and consistent products.

LEAH CUTHBERTSON ACCOUNTANT GRADUATE COLAC

I am 20 years old, and I've been at AKD for just over three months and have lived in Colac for all of my 20 years.

I began my Bachelor of Commerce Degree straight out of high school and decided to Double Major in Accounting and Management after completing accounting and business subjects at high school.

I completed my degree at Deakin University in Geelong whilst I worked part time as an Accounting Cadet at a local accounting firm



based in Colac.

Towards the completion of my degree I decided I wanted to apply my knowledge further. I began seeking out other opportunities within the Colac and District area, as I enjoy my local sport (netball), having the Otway's as my backyard, and the majority of my

friends and family are based here.

Joining AKD has allowed me to progress my career whilst also allowing me to live in a smaller community such as Colac and continue doing the activities I enjoy.

In the short three months that I have been in the organisation I have gained a lot of knowledge and met some great people who have all been very welcoming, particularly the Finance team who have been teaching me a lot.

I also found the induction process very interesting as I was able to learn about all aspects of the business

prior to the commencement of my role, and I now possess a valuable understanding of the extensive sawmilling process and everything that goes into it, from Forestry and Plantations right through to Sales and Dispatch.

I'm very excited to be a part of a growing business with a great culture, and I'm enjoying the work and experience that comes with it each day.

I look forward to continuing my career at AKD and seeing where it takes me, and I'm very grateful for the Graduate opportunity which I have been given.

Sales and Marketing Update

AKD Sales and Marketing have had a busy 18 months since acquiring the new sawmilling assets in QLD and NSW. It has been a positive journey in which we welcomed a wealth of experience and knowledge into our team. The sales team as a whole has embraced the AKD way of selling, **“we do what we say we will do”** and have maintained the focus on relationships with partner customers that are strategically aligned. Focusing on customer service and our relationships is key in achieving sustainable long-term supply security.


The AKD Sales team are guided by three key principles:



We work with you as true **partner** seeking to understand the drivers of value for our product in your business



When we commit to something, we deliver on it. **We're here for the long haul**



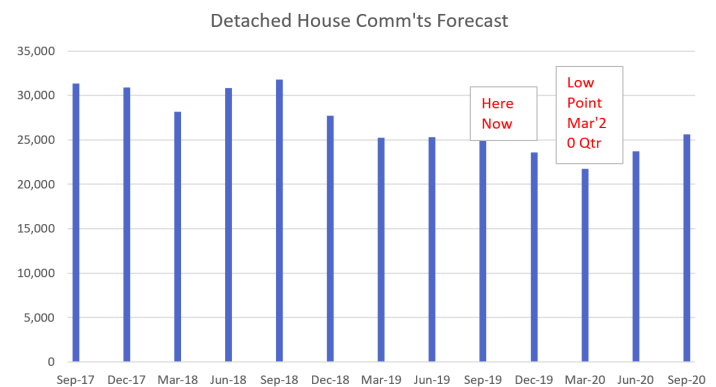
We are always **approachable** and contactable. We are easy and fun to do business with

The market has been suppressed since late 2018 and the AKD sales team, with the help of the wonderful new team members, have had to make a massive crack to make sure we regularly outperformed the market. AKD's new size and scale adds complexity and volume, but this also has its advantages with multiple supply points and improved diversity in our product mix. The new range of products and scale make AKD the perfect fit for many large customers who, like AKD, are investing in the future of the industry. Despite the soft market, AKD has been approached by new innovative customers who are interested forming a partnership with us which is a testament to our efforts as an organisation. We believe that AKD is fast becoming the supplier of choice and will continue to lead our market with our reputation for supply, service and quality in the years to come.

With this said we have certainly felt the pain of the tight market.

The sales and production teams have come together to manage stock levels and all sites have taken production time outs to make sure we ease the pressure on the full market. We believe that this is a necessary step and a true sign of leadership that we must undertake to ensure the long-term sustainability of AKD as a business and the industry as a whole.

The chart below represents the market conditions that we have been battling over the past 12 months – it has been tough, but the experts are forecasting it to pick up soon after Christmas!



CHALLENGES

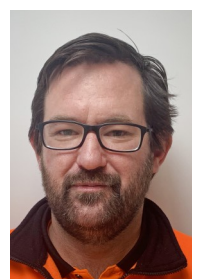
- Housing commencements (new builds) have steadily declined over the past 12 months
- Record high import volumes, coinciding with market decline
 - Banking royal commission largely impacting lending confidence
- APRA intervention in 2018 to slow down the housing market
 - Traditional wet winter down South
- The election in early 2019 added a lot of uncertainty around negative gearing, capital gains tax and imputation tax credits.

COOL FACTS

- AKD is outperforming the market by almost 10% Nationally
- Although some sites have large inventories, collectively AKD has under 5 weeks' worth of finished goods
 - AKD has led the market in maintaining price and, inevitably, this has led to stock builds
- BIS (Bis Oxford Economics) are forecasting exciting growth starting as early as March next year
 - Matt Taylor (NSW Sales Manager) often consumes a whole chicken for stress relief

Liam Buchanan

National Sales Manager



'A little bit Bogan'

In mid-August, AKD Colac hosted a visit from the Board of FTMA (Frame and Truss Manufacturers Association) which is a key customer association for AKD and of which we are a Silver sponsor.

As part of this visit, we launched a new promotion with our fabricator customers across Australia which invited them to 'get their bogan on' by having their work team dress up in bogan and send us in the team photo for the opportunity to win an AKD sponsored lunch and also a BBQ to keep for their site.

To encourage our customers to participate and to have a laugh, at themselves and us as well, our promo includes a photo of the VIC Sales team in their bogan!

The key message is that whilst we take our business seriously and want to be reliable and professional, we don't take ourselves too seriously!

See below a couple of the entries:

How we do business at AKD



We work with you as true partners, seeking to understand the drivers of value for our product in your business.



When we commit to something, we deliver on it. We're here for the long haul.



We are always approachable and contactable - and are easy and fun to do business with.

Well, and we may be

a little bit bogan too!



North West Frames and Trusses - Tamworth NSW



Premium Trusses - South Grafton NSW

Around the Grounds: Colac/Irrewarra

Isolation Assessments Completed

Some terrific work has been completed in the last few months with an isolation assessment carried out on every machine centre across both Irrewarra and Colac.

As you can imagine this is a massive task with teams of Operations, Maintenance and employee Health and Safety Representatives going through all the isolation procedures at the actual machine centres.

While we were generally doing a good job in regard to electrical isolation, these assessments have raised many areas of focus around the other, less thought about energy sources such as gravity, hydraulics and pneumatics.

These proactive approaches are what's required if we are going to get to zero injuries. A big thanks to those that raised the concerns in the first instance and to those that have put in all the hard work to identify and rectify the potential shortfalls in our systems.

This is a good time to remind everyone that AKD does not want anyone to carry out work that puts themselves or others at risk, so please continue to raise your concerns with HSR, Team Leaders, Supervisors and Managers.

Quiet Markets

As it has been for the rest of the industry Australia wide, it's been a challenging winter throughout Victoria with slow building starts due to wetter weather than the previous years and less domestic building activity in general.

With spring now upon us, orders appear to be increasing. Let's hope the worst of the slump is over and we can get back to our previous high timber demand.

In a quiet market it is always helpful to reflect on the things we can control: fibre recovery, productivity, grade yield and general quality.

This quiet market has also put pressure on storage room and stock rotation. A big thanks goes out to all those who have helped to create yard space and rotate stock to ensure that older stock goes out first and that our high standard of quality is ensured through this period.

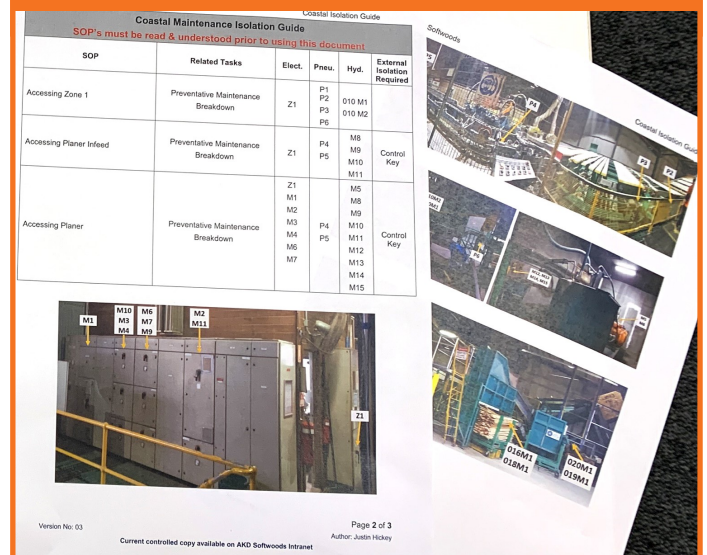
Irrewarra Downsizing

In response to strong recovery and productivity numbers coming from the new Colac Sawline, the Irrewarra Mill was reduced to a single shift, four days per week operation during August.

I'd like to take this opportunity to acknowledge the spirit of cooperation that this was completed with. It's never



Above: Coastal Isolation Zones.
Below: Coastal Maintenance Isolation Guide



an easy thing to have your working hours disrupted and the level of maturity that was displayed by everyone involved through the process was really impressive.

While employees were transferred to other areas and different shifts, the change was completed without making anyone redundant which is always pleasing.

John Browne

Colac/Irrewarra
Facility Manager



Around the Grounds: Yarram

AKD Yarram Sawmill are now proudly operating the new bag house to shavings bin system, a significant capital project for the site.

The purpose is to extract dry shavings from the Dry Mill via the new bag house closed loop suction system and transfer the shavings to the new shavings bin.

The benefit to site will include an added revenue stream upon the sale of shavings, moderated burn rate and flow control for the burner, increased suction reducing the dust and debris in the dry mill shed, reducing fire risk and allowing for increased machine speeds and throughput.

We now have an efficient and safer working environment in the Dry Mill shed.

Special thanks to Nick Bennett Engineering, Aggiture, Yarram Engineering and the staff on the Yarram site.

Bill Wilson

Project
Supervisor



Around the Grounds: Caboolture

It's been a busy period for the teams here at Caboolture, both on and off the field. The sun and warmer weather are now making it possible to swim, surf, work on our tans and basically shed our snow suits. We have also been busy with:

Sound Barrier Project

The first stage of the Caboolture site master plan is underway with an explosion of activity on site! Works have started on construction of a 6m high and 330m long acoustic barrier on our southern boundary. This will support the plan to move towards a return to a two shift operation for our site.

A pack wall was constructed by our forkies to set the internal boundary for the construction zone, and local contractors have demolished the "Railway Shed" and old chain-link fence, with a new external temporary fence installed. The tree-loppers experienced a close encounter of the wild-life kind, making friends with a carpet python (which was safely relocated to another area of the property). Civils have commenced and we expect completion in December.

Stay tuned for further updates and well done to the site for embracing the project whilst maintaining operations and business as usual!

Stock Management

All the forkies and site teams have made a fantastic effort to ensure we juggle room, rotation and project work plus ensure our customers and wood quality reputation are at the forefront of our decisions. The impact of the sound barrier construction zone taking out a large section of finished goods storage area has added to the challenge. A special shout out to the teams for discipline around our wrapping and strapping, yard inspections and loading inspections, ensuring we protect our stock is both protected and presented at the highest standard.

Shout out to all the team on site, a lot of change and constant re-adjusting of plans has occurred whilst we knuckled down on the one percenters in a challenging market. Communication is a key topic we will be focusing on for our site.

With recent rain, please ensure that you understand basic first aid and also have access to supplies for snake bites. We have seen an increase in our legless mates, a tiger snake was spotted in front of our site.

Construction has begun



Tree-loppers close encounter

Greg Levinge

Caboolture Site Manager



Shannon Murray, Drymill

Around the Grounds: Tumut

At Tumut there has been a lot of effort placed on interacting with the community and schools to ensure our region understands the employment opportunities within AKD. The Tumut region is lovely this time of year and hopefully this will encourage our employees to utilise the Tumut Golf Club sponsorship that we are supporting.

Social Licence

There has been numerous activities in the local area to promote AKD in the community.

The site attended career days at both Gundagai and Tumut High Schools. We also had around 30 students from the region high schools do a tour of the site to ensure they understand the career opportunities in the timber and forestry industry.

Sponsorship of local sporting teams continues, with AKD currently sponsoring the junior and senior basketball, netball and touch football teams.

Oz Tag is well and truly underway in Tumut and AKD are now the proud sponsors of the 'AKD Taggers'.

The team is made up of Lachlan Sturt, Marli Hartshorn, Abbi Whiting, Sophie Ryan, Sierra Potter, Charlize Withers, Brody McNally, Beau Ryan, Nate Withers, Amity Withers and Zach Schubert. They will play every Thursday at 6 pm for the next 12 weeks.

We wish them the best of luck and more importantly we hope that they have lots of fun!

People

Congratulations to all employees with service recognition over the last quarter. It is wonderful to see employees having a safe and meaningful career with the business.

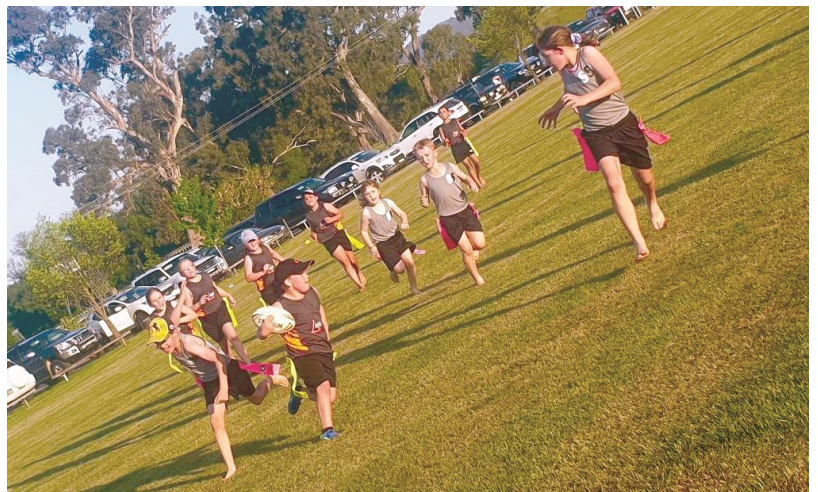
Congratulations to both Tom Bennetts and Josh Webb. Tom took out the 2019 Farrer League Premiership with the North Wagga Saints, their first since 1994. Josh also tasted victory with the local league team, the Tumut Blues, who won the Group 9, 2019 Premiership as underdogs.

Rab Green

Tumut Site Manager



AKD Taggers



Brody, son of AKD employee Brett McNally, making his way towards a try.



High School tour with Gordon Kelso, Mechanical Supervisor

Kokoda 2019

12 Students. Two teachers. Four AKD staff. One medic. One Australian guide. 20 PNG local guides and porters.

A big trekking group that feels pretty insignificant when compared to the 625 Australians who fought and lost their lives for our country, with another 1,600 wounded in action. Those soldiers are the reasons we could all leave our normal lives for 10 days to trek through the Papua New Guinea jungle as a privilege in June 2019.

The Kokoda Track is anything but easy. Long days of 8-10 hours walking up and downhill through arduous terrain while constantly slipping on the clay ground, tripping over tree roots and falling over on the steep declines. Despite the conditions, we couldn't help but feel grateful every step of the way that we had the privilege to trek where our fathers, grandfathers and great-grandfathers walked before us.

Life on the Kokoda Track is simple. 5am wake up call for a 6am breakfast to then be ready to leave camp by 7am. We had stops throughout the day for morning tea and lunch before reaching camp by roughly 5pm each afternoon. Setting up camp became a rhythm we all got into, ready for our pre-dinner snacks of popcorn with honey before digging into a filling dinner, mainly vegetarian, at 7pm. After dinner each night we would sit around with the local porters and they would sing local songs to us and by the end of the trip we were able to sing along to most of the songs. We were always exhausted after the long days walking so everyone would be in bed by about 8:30pm and ready to do it all again the next day.

The terrain is challenging but rewarding and consists of only ups and downs, not a lot of flat. It didn't take long before each of us knew which we preferred – walking uphill or downhill – and both definitely had their advantages and disadvantages. Going uphill meant being quickly out of

breath (making holding a conversation difficult) but there was always an amazing view waiting at the top of the ridge line and around every corner. Downhill wasn't as strenuous so we could all chat and listen to music but after walking downhill for 2-3 hours straight you definitely start to feel your knees and back. A big downhill also usually meant we weren't far from camp, which was always a welcome sight.

We visited major battle sites and memorials along the track, often accompanied by a story from our Australian guide Pete, who would read excerpts to us from the Bissett Brothers diary. One of the Bissett brothers died on the track. It's the stories like this that remind us why we were there. On our second day we stopped at the Isurava War Memorial where the four pillars stand – Courage, Endurance, Mateship and Sacrifice. Everything that Australia and the Kokoda Campaign stands for. We stood together for a minute's silence, followed by Paddy Beale, one of the students, playing The Last Post on his concertina. It was a beautiful moment, and one I am sure none of us will ever forget.

Above all, we had an absolute blast and although it's a cliché it really is a once in a lifetime experience. Every day was different, and we never stopped laughing, even when we were laughing through tears of pain and exhaustion. We all raised each other up and pushed through it all to conquer the 96km of the almighty Kokoda Track.

Sophie Devine

Colac Dispatch and
Logistics Manager



"It's been such an eye opening, emotional and inspiring journey for all of us, in many different aspects."

ABBHEY HALL

"It was an experience I'll never forget! It exceeded my expectations by far! Thank you for letting me be a part of this challenging, but the most eye opening, journey."

HANNAH KNIGHT





"The Kokoda Track isn't just a walk through the rainforest, it's an experience that changes your very being. I learnt so much and it has changed the way I view challenges in my day to day life – nothing seems impossible now. I am so grateful for being given this opportunity and cherish the memories and friendships made along the way."

SOPHIE DEVINE



Out and About

Show and Tell

Lucas Williamson, the son of our Colac shuttle truck driver Andrew 'Wilba' Williamson, asked his Dad a very important question in early September – could he take the AKD truck to school for Show and Tell?

Show and Tell is every kid's chance to show off something special and Wilba and Lucas did not disappoint!

Wilba's cleaned and polished AKD truck was a huge hit with the kids from St Mary's Primary School. All the kids took turns sitting high up in the truck and couldn't hide their enjoyment or wipe the smiles from their faces.

All of the kids were very interested and asked a lot of questions such as how much fuel it holds, what kind of truck it is and what kind of trailers he tows.

Wilba also took AKD stickers with him to hand out to all the kids which they loved, and all proudly held them up for the photo.

Since visiting the school, Wilba has received letters from some of the schoolkids thanking him for bringing in and showing off his truck. Some of them even wanted Wilba to be their dad so they could be the ones who get to show off the truck!



We would like to take this opportunity to thank Lucas and Wilba for doing this and for giving AKD the chance to show off one of our trucks to the local schoolkids and for encouraging the younger generation to appreciate the hard work of truck drivers. I would also like to thank Wilba for the pride he takes in his role at AKD and how he jumps at opportunities like this.

Great work Wilba and Lucas!

Sophie Devine

Colac Dispatch and Logistics Manager

St Mary's Garden and Lifestyle Expo

The annual St Mary's Colac Garden and Lifestyle Expo was held on Saturday 21st of September at the Colac Showgrounds. AKD have supported this event in previous years through sponsorship and this year provided children with the opportunity to pot a pine tree.

AKD was listed on the passes that the children purchased which attracted over 80 children to participate in the tree planting. The idea is to create a discussion on our Forestry process and talk about the sustainable practices we undertake with our plantations. Although the weather was not fantastic the engagement was great, and the children loved taking home their own pine tree.

This also created conversations with parents on the day regarding AKD and the growth that has happened over the last two years. Comments back from parents were that it was great to see a major employer attending the event and giving up time to provide the children with an activity.

Mel Schultz and Maddie Harty helped out on the day and it was a great opportunity to engage with the community we are working in.

Michael Swanson

Recruitment Coordinator



Out and About

Careers Expos

This year, AKD Caboolture was given the opportunity to present at three separate Careers Expos. The aim of the Expos are for schools to provide the opportunity for students to meet and talk with AKD representatives about careers and opportunities within the industry and business. I had the great pleasure to attend along with AKD apprentices, supervisors and our site manager.



Brooke Jarrott, Brayden Woodall, Greg Levinge and Darcy Osborne at the Grace Lutheran College Careers Expo

Saint Columban's College held the largest Expo and conveniently enough, was the high school I graduated from, so I already had common ground with the students. The other two Careers Expos were held at Grace Lutheran College (Caboolture campus) and Morayfield State High School.

Initiating conversation with the students, teachers and parents is key in these types of events. As many of the students are in the vital phase of choosing a career path, I felt very determined in helping inform them about why AKD is an employer they should choose.

Not only was it a great opportunity to increase the exposure of AKD, but I felt personally rewarded when students walked away, having gained a better understanding about the benefits of the Timber Industry, Forestry, and most importantly, why AKD is such a great business to work in!

Brooke Jarrott

Caboolture Cadet

St. Peter's Catholic Primary School Spring Fair

Fun was had at the local St. Peter's Catholic Primary School Spring Fair on Saturday 7th September 2019, despite the blustery and (unfortunately) smokey conditions on the day. AKD generously donated a wonderful marquee for the children to use at the Fair and for use at other sporting and school events for years to come.

Our mill also put out the call for volunteers to help out at the Fair, as the committee was short on helping hands. Chris Varley, a production scheduler at Caboolture, and his wife, Elaine, kindly answered the call, helping out with the barbeque and other volunteer tasks. A big thank you to Chris and Elaine for donating their time!

St. Peter's Catholic Primary School is situated approximately 1.30km from the Caboolture Sawmill, and some of our AKD team children are in attendance. The school has been part of our community since it was built in 1951. It currently has 670 students from 478 families.



St Peter's Spring Fair - Greg Levinge with Principal

Women in Forests and Timber Charity Function

Women in Forests and Timber Network (WFTN) held a charity cocktail fundraiser on Saturday 24th August 2019 to support Friends with Dignity Australia, a national charity which benefits survivors of domestic violence. AKD are proud gold sponsors and supporters of this very worthy cause.

WFTN provide a forum for women in our industry to meet and exchange ideas, and to recognise the contributions and achievements of women in the timber industry. They also support access to skills and professional development opportunities.



Greg Levinge and attendees of WFTN function

Caboolture's BMX Bandits

Taking a moment to think back to my younger years, as a child in the 80s I rode to school and anywhere else I needed to be on my BMX. I remember going to the BMX track and watching all the other kids racing and jumping their bikes, and I eventually joined them.

Fast forward to now, I'm about to turn 50 and still racing BMX bikes. My two daughters race as well. Our BMX racing has taken us around Australia and the world. Every Friday night we race our BMX bikes at the Caboolture club, and every second weekend we are off to go racing, locally or interstate. In 2017, we went to Rock Hill in South Carolina, USA to race in the World Titles. Later that year, we also competed in the Australian Titles at the Sleeman Sports Centre in Brisbane. In 2018, we raced in the World Titles at Baku, Azerbaijan, and travelled to Perth, WA to race in the Australian Titles.

This year, we will pass on going to the 2019 World Titles in Mexico, however, we will try to get to the 2020 Word titles in Dallas, Texas.

My daughter Jorja is 13 years old, and ranked third in her age group in South Queensland. Catalyna is 10 years old, and ranked fifth in her age group in South Queensland. They train three days a week, and work with a professional BMX trainer who does their track training.

They also hit the gym with me, where we can all work on our cardio, and as a family we do track training where we work on their gate starts.

As with everything, before they can enjoy the reward of BMX training and racing, they must have all their homework done and all their chores completed. When they aren't racing on their BMX, Jorja plays on the Queensland State team in Soccer, and Catalyna does Jazz Dancing.

Stephen Ball

Caboolture Greenmill

Stephen Ball is one of Caboolture's Greenmill employees and is a BMX racing enthusiast who has passed his love of the sport on to his daughters, Jorja and Catalyna. Congratulations to Jorja and Catalyna on their achievements to date, and best wishes for all their future events!



Catalyna racing on the track



Jorja, Stephen and Catalyna Ball

Bridge to Brisbane Fun Run

Sunday 25th August was the annual Brisbane Fun Run 'Bridge to Brisbane' event. This year at Caboolture we wanted to gear up a team and enter as a group, with the main aim to enjoy ourselves on a day out, whilst getting in some fitness for our health and wellbeing. The response from our site was fantastic, with 20 entrants putting their hand up to join 'Team AKD'.

The Sunday turned on amazing weather for the race. We all met in the Kangaroo Point Park before the race to chat, stretch and banter about who was the quickest runner in the team (not that it was a competition!). Some of us with a competitive streak couldn't help but brag about personal best times, how fit we were and our general awesomeness. The rest of the team laughed, at our expense, whilst they sipped a coffee.

Jokes aside, the group looked great all wearing our 'Team AKD' colours. We fitted in well with the other 30,000 race goers to raise awareness and funds for charities. The 5km course looped across the iconic Story Bridge over the Brisbane River, angling south-west along Kangaroo Point and finishing down in the entertainment precinct of South Bank.

Our Site Manager, Greg Levinge, (who is not competitive at all!) spent many hours running in preparation leading up to the event. He managed to take out the top time for the team, narrowly beating Andrew Taylor our Finance Manager. Colin Balboni, our EHSR Manager, took out third place in our group, showing the younger guys from the Planermill, who were close behind, how to do it.



Overall the entire team did great, with Team AKD Caboolture finishing fifteenth out of 231 teams for the event. We surprised ourselves with such a great result!

With such a successful turn out and enjoyment by the team there is no doubt we will all be back in 2020 to challenge the team position and see if we can make the top ten with an even larger group!

James Price

Caboolture Dry Process Manager



Mick Hardwick Celebrates 40 Years at Tumut

Congratulations to Mick, who has reached the milestone of 40 years' service at Tumut.

In 1979, Mick had been working in a fruit shop in Canberra for 6 months when he received a call from his grandfather Roy Matthews, who was a Fitter at Gilmore, to let him know that there was a job available if he wanted to come back home. Sure enough, Mick commenced work at the Gilmore site on the 20th of August. He started on the old stacker in the Greenmill placing cleats in the fillets by hand. Back then they worked a three shift rotating roster, five days a week.

Mick then started driving forklifts for the Kilns and then the Greenmill. Eventually, he moved back inside the shed to operate the sorter and bins and then went out to the Log Yard to operate the Debarker.

Mick was later asked to drive the log loader unloading log trucks. The logs went from the Log Yard through the Debarker and straight into the mill. In 1991, Mick's boss came to and said, "There is a float coming to pick up your loader and take it into the Tumut site, you better go with it and start unloading trucks there". Mick is still doing this, 28 years later.

When asked if he has seen many changes over the years, Mick stated that he has seen a few changes including safety. He said "I probably shouldn't tell you this, but we used to jump on the belt and ride it down if there was a blockage."

Mick and his wife Tracy have two children; Danielle who currently lives in Wagga and works as a Pharmaceutical Assistant and Nathan who lives at home and has recently finished his Saw Doctor apprenticeship here at AKD Tumut.

Mick loves playing cricket and started playing for Adelong as a junior. He has also played a bit of hockey for Adelong and loves watching the V8 car races, hacking up the golf course and has been a West Tigers supporter forever.

August was not only a celebration of 40 years of service for Mick, but he also became a grandfather for the first time, to a baby girl named Zoe.



Mick Hardwick

"Congratulations on 40 years of service Mick, what a great achievement. I have worked with Mick for majority of those 40 years and he continues to be committed to any task or job that he is asked to do. I am looking forward to working with you for the next 10 years."

Scott Gorman,
Green Processing Manager



Mick in his log loader



Mick with his wife Tracy, their son Nathan and daughter Danielle

Bill Stuckey Celebrates 35 years at Tumut

Congratulations to Bill on reaching 35 years of continuous service at Tumut.

Bill started working at Tumut in August of 1984 at just 16 years of age. He began stacking noggins and pulling down fillets in the yard behind the Planermill. Six months later Bill started stacking green timber on the green chain.

A little while later, he was asked if he would like to try out in the Sawshop. This seemed like a good idea to Bill as the mill was new and the automated sorter/stacker was nearing completion straight across from the old green chain. Bill then became an apprentice under Bill Hughes.

Bill worked in the old Sawshop for approximately 12 months whilst the new mill was being completed. He got to see the difference in machinery and technology compared to the old mill, which had very little automation and most tasks required manual labour.

In the old Sawshop, circular saws were hand gulletted, filled and set. Bandsaws were made from scratch from a roll of steel ribbon with teeth punched out and then joined by oxy welding. There was no running water, crib room or toilet in the Sawshop back then.

When asked if he has seen many changes in his time here, Bill stated "I have seen a lot of changes in the Sawshop over the years such as going from swaging saw teeth to tungsten satellite tipped teeth and cam driven armstrong grinders to the latest CNC fully enclosed grinders and fully automated benching centres."

Bill has been married to his wife Anita for 22 years and together they have 3 children; Carly (21) who is in her final year studying to be a paramedic at Charles Sturt University in Bathurst, Ryan (19) who is a first year apprentice electrician in Geelong and Taryn (13) who is in Year 8 at Tumut High School and according to Bill, is still at home annoying them.

Outside of work, Bill enjoys relaxing with family and friends, camping, bushwalking, mountain biking, tinkering with his old Harley and water skiing when his body feels up to it.

Thank you for your service over the past 35 years Stuck. We look forward to the years to come.

"Congratulations on achieving 35 years of service as a Saw Doctor, Bill. It's great to see a local go all the way from an apprentice to Saw Shop Supervisor. Well done."

Scott Gorman,
Green Processing Manager



Bill at the Sydney Tech College in Broadway in 1987



Bill with his family

Steven Goode Celebrates 35 Years at Tumut

Congratulations and a big thank you to Steven Goode for his 35 years of continuous service with the Tumut site.

In 1984, Steven started his employment as a visual grader at the age of 20 where it was explained to him, "If you wouldn't buy it then cut it out." He remained at the moulding shed for two and half years until a position became available as a Kiln Attendant. So he applied for the job and was successful. Steve has been a part of that team ever since, in other roles including Supervisor, Boilerman and Forklift Operator.

Over his 35 years, Steven has experienced many changes at this work site, with new and old people joining the company and others moving on, including employees, site and sectional managers. Working conditions and training have also developed for the better.

Steven stated that he has had the privilege to travel and visit other sites to experience how each site operates and their standards of safety.

Steven is married to his beautiful wife Lana and they will be celebrating their 30th anniversary this year. Together they have 3 kids; their oldest son Christian, followed by Alyce and their third and last, Gabrielle.

In his early days, Steven enjoyed playing a great deal of sports but now that he is older, he has slowed down and enjoys golf, fishing and camping. Steven also enjoys woodworking and restoring furniture for others.

"When Lana and I get the chance, we will spend some time travelling to visit our children, explore different cultures in other countries and just enjoy our holidays."

Steven is community-minded, volunteering for the Tumut Golf Club booze bus as the driver and is also an active member with the SES (State Emergency Services) in this area.



Steve working in the SES

"Congratulations, Goodie. Thank you for all of your hard work and commitment to the site over the past 35 years, and also for the community work that you have engaged yourself in. It is to be acknowledged and admired. Thank you once again for all of your services, and well done Goodie."

Ray Lucas,
Dry Process Manager



Steve with his family



Steve with his wife Lana

Terry Austen Celebrates 25 Years at Caboolture

Terry Austen started working for CSR in 1994, at the North Brisbane Brick plant as a brick sorter. His father had worked as a truck driver at the same plant for many years. After nine months, Terry realised bricks were no fun at all and jumped into the Timber game, transferring to the then CSR sawmill in Caboolture.

Terry first started on the drychain grading and stacking, later progressing to the grading deck. Back then, there was no luxury with automatic trim saws, and Terry had to manually dock back any defects he identified. Over the years, Terry developed a number of skills throughout the entire Drymill. He currently works as a key operator on afternoon shift at the treatment and pack docker processes.

Terry has made a lot of friends from working at Caboolture and these close bonds with his fellow teammates in and out of work have kept him smiling over the decades.

Terry was diagnosed with brain cancer in October 2016. He undertook intensive therapy and was off work for 18 months. Terry, with the support of his family and friends, beat the cancer just before AKD took ownership of Caboolture. Terry's willpower to get back to work as soon as he could shows how much of a champion he is, and everyone at Caboolture is overjoyed that our mate Terry is back in the team. He was grateful to have such a strong support system through work friends and his family at this time.

Terry really enjoys being able to bring his family along to meet his work mates and their families at social events. He is very proud that his daughter Kayla joined the AKD team working on the dayshift in the Drymill, and that his son Guy recently started in the Greenmill. Terry can see a long and bright future for his family here at AKD.

When Terry has some free time he likes to go golfing and tenpin bowling. He loves spending time with his family and taking them on holidays. He and his wife Nick are planning a month long trip driving to Uluru in October with work friends Robin Hobbs and Jordan Schilling.



Terry with wife Nick, at the Caboolture Lumber Legends Dinner 2018

"Congratulations Terry on reaching this great milestone. Your hard work and dedication doesn't go unnoticed. We appreciate everything you do here in the planer mill. Cheers mate."

Darcy Osborne,
Drymill Teamleader

"I have known Terry for many years and would be hard pressed to find someone who is more reliable, caring and honest. Terry is a tower of strength, who has faced adversity a lot of us can only imagine, stared it down and come out the other side smiling. From everyone at Caboolture and AKD, a huge congrats mate on your achievements, you are a true Lumber Legend. Looking forward to the many years ahead working with you and enjoying the good times."

James Price,
Dry Process Manager



Terry with daughter Kayla

Work Experience

AKD regularly hosts students from local schools to provide on-the-job training and mentoring with the aim of empowering them with the knowledge and skills that they may need to complete their chosen subject. It also gives them an insight into AKD and the opportunities available. Below are a few of our recent work experience students.

COLAC

Rupert McDonald

During September, we gave Rupert McDonald the chance to complete work experience for a week at AKD in the maintenance area. Rupert is completing his schooling at Claredon College in Ballarat, however, he completed his primary school in Colac and is a Colac local.



Rupert McDonald

Rupert stated he was interested in both the 'hands on' and design aspects of engineering. We placed Rupert into the maintenance area, where he was able to meet our fitters, fabricators, planners, designers and diesel mechanics to give him experience in different areas. Rupert also spent time with our Technical team covering timber grading, treatment and production planning. Feedback from Rupert was that he thoroughly enjoyed his time at AKD and it has opened up a number of different ideas for his career path. His mother also commented that the experience Rupert gained was fantastic, and that he enjoyed his time and was thankful for the opportunity.

CABOOLTURE

Jay Parry

Recently we had the pleasure of hosting Jay Parry for a week of work experience with the Maintenance and Electrical Departments at the Caboolture Sawmill. He is currently studying Industrial Technology at Morayfield High School and came highly recommended by his Manual Arts teachers.

Jay was very personable and endeared himself with the crews with his positive attitude and ability to both listen and ask pertinent questions. He likes working with his hands, and works with his fathers roofing business on occasion as well as having a passion for working on cars.

After site inductions, onboarding and a site tour, Jay was

buddied with fitters Dan and Col who showed him the workings of the maintenance department and supervised his activities. They also made sure Jay got his hands dirty when the boiler condensate pump failed, getting him to change out the replacement unit.

Jay also spent two days with the electrical team where he shadowed the day shift electricians. This gave him exposure to installation, routine maintenance and breakdown activities.

Again I will say it was a pleasure having Jay on site for the week and I issued him with a glowing report card that was well deserved. Jay expressed an interest in our business and conversations were had regarding potential future placements within AKD.

Jay is the first student we have taken on via the work experience program with Morayfield High and a big thanks must be conveyed to Julie, the Morayfield High Industry Liaison Officer, and Greg Levinge, our site manager, for both the initiation and quick turnaround of administrative documentation to make this placement possible.

Good luck in the future Jay, and great work to Michael and the maintenance team for supporting Jay and our community by providing Jay and MSHS with the opportunity to engage in work experience.

Greg Levinge - Facility Manager



Jay Parry

Work Experience

TUMUT

Isaiah Webb

AKD hosted Isaiah in the Electrical section of the Tumut Maintenance Department. Isaiah attends Kildare Catholic College in Wagga Wagga, and is studying Electrotechnology as part of his HSC curriculum in combination with the local Riverina TAFE college in Wagga Wagga.

Isaiah, being a local lad, was welcomed by all the tradesmen and the two apprentices alike. He was hands on, learning about PLC and control wiring as well as corrective and preventative maintenance work during the planned maintenance shut days.

"I was attracted to AKD due to its professional and safe work environment. I have really enjoyed learning the industrial side to the electrical trade and during my time with AKD I was able to help wire up a wireless Radio I/O system for a fire pump warning system, cut and fit conduits, install some LED lighting and connect industrial motor cables. I would really like to come back, and I will definitely endorse AKD to the careers advisor and recommend AKD to other students." *Isaiah Webb*



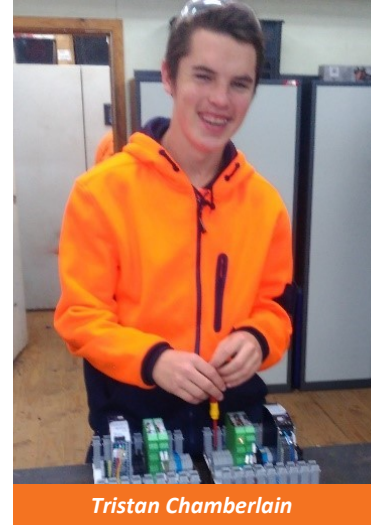
Isaiah Webb

"I look forward to mentoring the work placement students and helping them experience as much as possible in their time here. They are always slightly in awe of the electrical cables and the complexity of the circuits etc, but once you hand them some tools and they get to play a bit, they become intrigued and excited. I still get enjoyment from that."

Josh Webb,
3rd year Apprentice Electrician

Tristan Chamberlain

AKD hosted Tristan in the Mechanical section of the Maintenance Department. Tristan travelled one hour to Tumut from Tumbarumba and back again each day with our Mechanical Supervisor, Gordon Kelso, to complete his work placement as part of his Year 12 HSC subject in which he is doing metals at Tumbarumba High School and also his Certificate II in Engineering at TAFE.



Tristan Chamberlain

Tristan recently completed the Kokoda track as part of the Tumbarumba to Kokoda program under the Rotary Club of Tumbarumba.

During his time at AKD, Tristan learnt to weld drill-tap and worked on machinery during maintenance shut days, including learning how to replace bearings, chains, sprockets and belts on the RBS saw centre.

"Tristan is an extremely well-mannered student who was keen to learn, and his approach to safety was first class. It was a pleasure having him on board for the week."

Gordon Kelso,
Mechanical Supervisor

"We have welcomed work placement students here for a number of years now. It's a great opportunity for them to get stuck in and see what the trade is about and ultimately, if they think it is for them or not. A number of students have progressed onto apprenticeships here due to a combination of their attitude, effort and genuine interest in the trade which results in a great fit for the company and for the student. Ultimately, this opportunity is lost without the work placement program providers. We enjoy having them here and do our best to mix up the types of work for them through the week. They usually leave pretty excited and pleased with themselves by the end."

Jason Delany,
Electrical Supervisor

Portland Pine Takes To The Sky

18th May 2019

It all started one sunny day. I walked into the office and Jaimmii's chipper voice yelled out, "Louise, you want to go skydiving?" I gave the only possible answer and replied, "Yep!" And so our adventure began. We opened up the invitation to all staff on site, but only three decided to take the plunge.

SkydivingSA were doing a special 'away' trip to Mt Gambier for the day and were offering a choice of three jump heights. After much discussion, Jaimmii, Wayne and I decided to start low and just make sure we survived. Therefore, we chose to jump at 8,000ft. It seems small when compared to the 12,000ft and 14,000ft on offer, but I can assure you, 8,000ft was fine. Just. Fine.

The three of us were unfortunately unable to all book the same time, but we met up at the meeting point for some banter and photos while Jaimmii and I got ready for our jump. With little time for nerves to sink in, our tandem masters threw us in a van and drove us out to the airport where we all climbed into the smallest plane I have ever seen. Five minutes later we were taxiing down the runway and, before I knew it, we were in the air and I was feeling slightly nervous. Jaimmii didn't stop bouncing with excitement the whole way.

Mt Gambier is a beautiful place, and the weather was perfect for skydiving (apparently), but it's a little hard to appreciate all that when you can see through your plane's wall and know that you're about to throw yourself headfirst out said wall. After 15 minutes of climbing, however, we were finally at 8,000ft and it was time to go. Jaimmii jumped first with far too big a smile on her face, and then, before I knew it, I was hanging over the side of a plane. I was terrified, but I wasn't in control so before I knew it, I was jumping into free-fall and watching the plane get smaller above me while the ground was coming up much too fast. I don't remember thinking anything at all during those moments; my brain just stopped. It is simultaneously one of my most memorable moments and the most nerve-wracking.

In comparison, the sudden jolt of the parachute deploying and the slow cruise down to the ground was a delight. It was peaceful and calm with just the right amount of breeze, and the descent could not have gone smoother. The Mt Gambier area is beautiful from above and I truly hope SkydivingSA come up for another visit soon. In the meantime, Wayne, Jaimmii and I have both decided that 8,000m may have been a good start, but now we're ready for the big time. Bring on Torquay and 15,000m!

Louise Haluska

Sales/Finance
Portland Pine Products



Portland Pine's Louise Haluska, Wayne Lawson, Jaimmii Jackway



Jaimmii Jackway



Louise with the tandem instructor, Bryce

Lids for Kids

Did you know that the plastic bottle lids we throw away on a daily basis can be made into prosthetic limbs for disabled children?

Envision Hands is a Melbourne based non-for-profit community initiative that is tackling a worldwide waste issue by transforming our plastic bottle lids into mechanical hands and arms for kids using 3D printing technology.

Their prosthetics are each made to be colourful and unique, designed to make kids feel more confident and empowered like 4-year-old James Quinn from Melton Victoria, who recently received a Batman-inspired Phoenix Hand made from the upcycled plastic. James' mother stated that the hand is already providing James with mobility support and helping him learn to manipulate his hand muscles whilst making him feel a little more confident at the same time.

Water, soft drink and milk bottle lids, including those from long life containers are all being used. It takes approximately 250 of these lids to create a small hand however wastage ends up being approximately 500 lids by the time it has been made. Approximately 500 lids are used to create an arm with a wastage of approximately 1000.

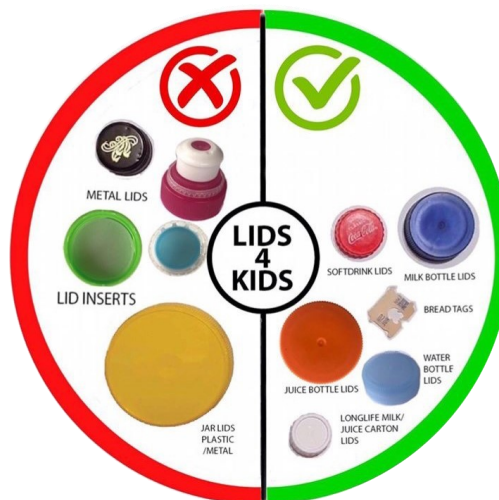
Envision Hands not only helps children all over the world as well as the environment, but they also engage disadvantaged job seekers in projects that get them work-ready and motivated.

Here at AKD Tumut, we are encouraging our employees and their families to collect their plastic bottle lids and place them in the buckets that we have located around the workplace so that we can contribute to this great cause. We encourage other sites to get on board with this.

Next time you think about throwing your lid in the bin, think again. Collect your plastic bottle lids and head to <https://envision.org.au/bottle-top-drop-off-locations/> to find your nearest drop-off location.

Brooke Hartshorn

Tumut Receptionist





Remembering Lyall Saunders

26.08.1945 - 23.07.2019

Portland Pine Products

The community of Heywood and District lost one of its most loved and respected people after a sudden heart attack.

Lyall had a long history in the timber industry, commencing in his home town of Dartmoor working for Softwood Holdings, then Ponting Bros Hardwood Mill at Gorae (near Portland) and finally at Portland Pine Products, Heywood from 1975 until he retired in 2000.

Lyall was one of the founding shareholders in Portland Pine Products when Ponting Bros developed it from a greenfield site, later to be brought in 1980 by AKD.

Lyall continued on as Sales Manager,

as well as overseeing Production. It was his role as Sales Manager that was the foundation for the relationships built with the major rural outlets throughout Victoria, South Australia and southern New South Wales, particularly in the vineyard and fruit growing industry.

Outside of work Lyall enjoyed his small acreage farm. He was a committed family man, and very community-minded, someone who led from the front when things needed to be done and always with good humour. He enjoyed sport, and was very good and competitive tennis player and life member of the Heywood Tennis Club.

As a Vietnam Veteran he was President of the local RSL branch for many years and led the District Legacy team.

It is fitting that Lyall's last resting place is at the Dartmoor Cemetery, where there is a pine tree from a seed of the original Lone Pine from Gallipoli and the cemetery is surrounded by a forest of radiata pine plantation.

Condolences to his wife Jeannette, son Tony, daughter Jodie and their families.

Martin Hayden

Previous Manager/Director of
Portland Pine Products 1980-2012



**Got an event or idea for the
next edition of the SPLINTER?
We'd **love** to hear it!**

Email news@akd.com.au or
contact your SPLINTER rep:

NSW: Brooke Hartshorn

YARRAM-PPP-JELFOR: Lauren Beattie

COLAC-IRREWARRA: Sophie Devine

QLD: Rosanne Mollenhagen

Welcome to the AKD team

AKD welcomed these new employees in July-September 2019 and encourages everyone to make them feel welcome and work together to keep them safe.



ALICE FRESLE
GREENMILL
CABOOLTURE



CARL ANGUS
TECHNICAL
COLAC



GARY MORRISSEY
DRY MILL
COLAC



GUY AUSTEN-HANSEN
GREENMILL
CABOOLTURE



JOHN PAUL CABRAL
ENGINEER GRADUATE
TUMUT



LEAH CUTHBERTSON
FINANCE GRADUATE
COLAC



MADDIE HARTY
EXEC. ASSIST. TO CEO
COLAC



RYAN McLENNAN
ELECTRICAL
TUMUT



TYE CIRILLO
ELECTRICAL
COLAC



WINSTON DARE
DISPATCH
COLAC

Congratulations!

the following staff on reaching a milestone
this July-September 2019.

NAME	YRS	DEPT.	SITE
Tristan Bellears	5	ADM	COLAC
Daniel Kerle	5	R/M	COLAC
Louise Haluska	5	PPP	PPP
Jason Davis	5	R/M	COLAC
Vicki Colvin	5	ADM	SHELTONS
Jason Connley	5	IRA	COLAC
Jason Sander	5	PAL	YARRAM
Trevar Bell	5	KLN	TUMUT
Stephen Porter	5	IRD	IRREWARRA
Gavin Harris	10	GMA	COLAC
Russell McPherson	10	KLN	TUMUT
Stephen Peacock	10	SAL	CABOOLTURE
Bradley Annetts	20	DMT	TUMUT
Stuart Hawkins	20	DMT	TUMUT
John Kakoulidis	20	KLN	TUMUT
Steven Thomas	20	TIG	GILMORE
Ian Blundell	20	WHG	GILMORE
Andrew Osborne	20	LOG	COLAC
Gregory Moule	25	GCA	CABOOLTURE
Matthew Hardwick	25	TPG	GILMORE
Lachlan Knox	25	RAM	TUMUT
Terrance Austen	25	PSW	CABOOLTURE
Michael Kober	25	KLN	CABOOLTURE
Glenn Groves	25	KIL	COLAC
Steven Goode	35	KLN	TUMUT
William Stuckey	35	SWS	TUMUT
Michael Hardwick	40	GMT	TUMUT

Welcome to our July-September edition as we play catch up with yet another Splinter jam packed with content. It really shows you just how much is going on across the company.

I had the joy of completing the Kokoda Trek in June/July with 12 amazing Colac teenagers, 3 from AKD and 2 teaching staff from the two local high schools. The idea of walking the Kokoda Trek as a combined team of AKD employees and Colac teenagers originated about three years ago. I was learning about Australian history as part of the process to become an Australian citizen, when I came across this amazing Australian World War II story. I had heard about the Trek, but I had no idea of the historic significance it held for Australia. I thought this would be a great experience to promote both personal development and growth as a leader.

As most of you know I am an extremely proud Kiwi but I am also now an Australian Citizen, completing the Trek really helped me understand a significant event in Australia's history. If you don't know the story of Kokoda then I encourage you to take the time to research it. Despite facing overwhelming odds in absolutely terrible jungle conditions, the Australian Diggers from all walks of life, stood tall and fought for their country and for each other. The battles happened between July and November 1942, when Japan invaded Papa New Guinea as they advanced across the Pacific Ocean. The Japanese intentions were to land on the northern side, advance through the jungle (The Kokoda Track) and take Port Moresby and its airport. Once they had Port Moresby they could start air attacks on Australia and dominate the local seas. But a small group of Australian soldiers supported by the Papua New Guinean porters stood in their way!! I won't go into the specifics of the battles but it is now legendary what those Australian Diggers and Papua New Guineans achieved. There are

many stories of individual bravery and sacrifice that really make you consider and appreciate the life that we have today.

There are four pillars of Kokoda, **Courage, Endurance, Mateship** and **Sacrifice**. Sometimes it is really hard to look at a "word" and get the relevance, symbolism or understand the significance. But these four pillars of Kokoda make perfect sense. When you stand in the Bomana Cemetery with over 600 graves and you see the ages on the graves are mainly 19-23, it is extremely sobering. These young Australians made the ultimate "**sacrifice**" fighting an enemy in horrific conditions, defending their way of life.

The 12 teenagers we took were all in Year 11 and were selected through an application process in late 2018. They had to submit a written application and then undergo an interview process with two high school principals, myself and Toni Kirkup. We had a lot more apply than we thought would, so the selection process was very rigorous. The trek was originally promoted based on "aspirational leadership" and "personal growth". The three AKD employees also underwent a similar selection process: Justin Hickey (Colac Maintenance Manager), Sophie Devine (Colac Dispatch and Logistics Manager) and Stephen Lusher (Quality Co-ordinator/Saw Doctor).

I personally feel very privileged to have now completed the trek and to have experienced it with this group. I also believe I now have a better appreciation for what the four pillars mean. The "**mateship**" developed between the whole group through the four months of preparation, and on the trek, was invaluable to get us through the difficult times. I don't want to compare our experience to the original diggers, but I know our lives have been changed forever. The personal growth and development of all of the participants, as individuals becoming more confident and resilient was one of the personal joys for me.

We had some really challenging days and nights. But not one person ever complained, not once! Just pure "**endurance**". This was really impressive as we had some really tough situations in the jungle conditions, we had torrential rain that flooded tents in the middle of the night, trips and falls, broken equipment, people feeling unwell or very unwell from extremely tiring conditions and walking for hours in very hot humid weather. Those that become unwell just soldiered on, more concerned about others or being a burden than asking for help, showing real "**courage**" in difficult conditions.

Ultimately the experience was a success. I personally came away with my own learning and personal development. For example, I regained confidence in my own health and wellbeing, and realised I have a lot more personal resilience than I thought. The trek has reaffirmed what I love about living here, and what I believe are strong similarities and strengths of the two cultures. The pride of the ANZAC means more to me now.

My thanks to the AKD Directors and employees that supported this opportunity, and my thanks to those 12 Colac teenagers who made the experience so successful.

