

OCT-DEC 2019
EDITION 30

THE S P L N T E R

AKD EMPLOYEE NEWSLETTER



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Holiday Safety

What a massive year it has been! I am certainly looking forward to the Christmas break. I have nothing planned, other than relaxing and enjoying time with my family – and possibly having a few wines!

We've achieved many great things this year and we've also identified where we really need to focus on improving when we return in the new year. What is important, is that we want to continue to improve, that we genuinely care for our teams and that we are committed to making AKD an even safer place to work.

Research shows that the lead up to Christmas is a time where incidents tend to spike – people have started to switch off and think about other things. Please keep focused on every task you do, and complete a SLAM for those non-routine tasks – they are in place to make you stop, assess the situation and think about how to do it safely. Everyone deserves to enjoy their well-earned break!

Once you complete your last shift for the year, the importance of your safety doesn't stop just because you have finished work. They don't call it the 'silly season' for no reason. There are plenty of things to consider leading up to and during the Christmas period. The Health, Safety & Wellbeing team have put together some important reminders for you and your family. Please take the time to read these tips and most importantly – we hope you have a lovely break and stay safe!

Toni Kirkup
National Health
& Safety Manager



DON'T CREATE AN EMERGENCY

The Christmas and New Year period is an extremely busy time for our emergency services across our country, including our fire crews as everything becomes extremely dry during this time of the year, and it is important to remain vigilant when it comes to fire safety.

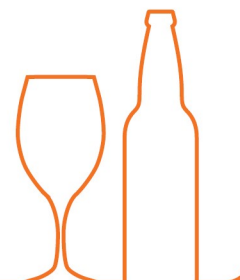
- Inspect Christmas lights for damage or missing globes
- Don't leave lights on unattended or on for long periods as they can overheat
- LED lights do not get hot and use less power
- Do not overload power boards. No more than three sets of lights per power board
- Don't leave burning candles unattended
- Keep candles away from flammable items such as curtains, trees, and decorations
- Keep candles on a sturdy base to avoid tipping over
- Check if campfires are permitted in the area before lighting. If in doubt, do not light
- Ensure 3m clearance of flammable material around campfire
- Ensure you have a hose connected to water or at least 10 litres of water on hand for immediate use if required
- Do not leave fires unattended
- Ensure any fire is fully extinguished before leaving

ENJOY, BUT THERE IS A LIMIT

During the Christmas and New Year period there is an increase in festivities, parties, family gatherings, work functions and barbecues. While it's a great time of year, it can also be a time when we overindulge, especially when it comes to alcohol - and who doesn't love a cold beverage or two!

Celebrating and having a few drinks is fine, however when too much alcohol is consumed things can go wrong.

- If you intend to consume alcohol, **then driving should not be an option.** You should organise a lift home or make sure that you can stay the night or catch a taxi home. Importantly, depending how much alcohol you consume, you can still be over the limit the next day
- Eating before drinking will help to fill the stomach and therefore less alcohol will be consumed
- Avoid eating salty 'snack' foods while you are drinking as this will make you thirstier and more alcohol may be consumed
- Drinking light beer or low alcohol wine is an option to reduce alcohol content
- Some things that should be avoided if drinking include driving, operating machinery, or driving a boat



THE AUSSIE SUMMER

What a great time of year to get outdoors and enjoy the weather! Remember to slip, slop, slap, seek and slide! Let's use this again to reinforce that alcohol and water do not mix! Don't get distracted – watch the kids at all times when around the water, it only takes seconds for things to go terribly wrong.



SLIP



SLOP



SLAP



SEEK



SLIDE



ROAD TRIP

So many people use this time to jump in the car and travel, either long distances or just day trips. The roads are extremely busy with many people driving in areas that are unfamiliar to them.

FATIGUE

It's important to recognise the warning signs of fatigue:

- drifting in the lane or over lane lines or changing speed without reason
- yawning / microsleep / blinking more than usual
- notice your eyes closing for a moment or going out of focus
- feeling drowsy, tired or exhausted, having trouble keeping your head up
- don't remember the previous few minutes of driving
- experience slower reaction times

Consider:

- get a good night's sleep before the trip
- avoid driving at times you're normally sleeping
- avoid long drives after a day's work
- understand the effects any medicine you're taking that might affect your driving
- plan to include regular rest breaks on long trips
- when possible, arrange to share the driving
- when you know you're fatigued, avoid driving altogether. Take a taxi, public transport or rely on another driver

VEHICLE SAFETY & MAINTENANCE

You should regularly maintain your vehicle to help keep your car in good condition.

Before you go away on a long trip make sure you double check these essentials on your vehicle:

- tyres - check they are in good condition and at the right pressure including the spare
- fluid levels - brake, coolant, oil, clutch, automatic transmission, power steering, water
- lights - headlights, high-beams, reverse, indicators and brake
- windscreen wipers are working in case of wet weather
- battery
- fan belt condition and tension
- coolant hoses - ensure your coolant does not leak and the hoses are in good condition
- tow bar and connections (if towing)
- ensure you have enough fuel for the journey

If you are towing a boat, vehicle or caravan on your journey make sure you check:

- your vehicle is suitable to tow the size and type of trailer attached
- tow fittings, couplings and safety chains are correctly fastened
- any loads are evenly distributed and properly restrained - don't overload your trailer
- your vehicle, trailer and caravan are roadworthy and registered
- the number plate and registration are visible to other drivers



A TIME TO OVERINDULGE

There is no better excuse to overindulge in food than Christmas right?! Usually after the Christmas feast, we can feel a little bit 'blah' (well I know I do) and that's ok. But we don't want to feel 'blah' because of food poisoning. It is unbelievable how many people are struck with food poisoning during the festive season.

- **Properly cleaning and sanitising all surfaces, equipment and utensils:** Clean surfaces before placing foods on them and use separate boards for cutting vegetables and meats. Clean utensils between cutting items- don't cut different meats or vegetables without washing and cleaning the knife. Always use separate utensils for handling raw and cooked meat, and never put cooked food on a dish that has been used for raw meat or poultry (unless it's been thoroughly washed in between).

- **Maintaining a high level of personal hygiene, especially hand-washing:** This goes without saying- wash your hands especially when handling raw meats or after you come back to the food area after doing other things. Always cover raw and cooked foods.
- **Storing, chilling and heating food correctly with regards to temperature:** It is good practice to reheat all pre-cooked food rapidly to at least 70 C and hold it at that temperature or hotter for at least two minutes.

If storing left overs, place the food to cool in the refrigerator as soon as it stops steaming.

Food poisoning bacteria will start to multiply when chilled food is reheated to temperatures above 5 C, so keep your food in the fridge or the esky with ice packs until it is needed to be cook or prepared.





AKD announced winner of RM Advancer Awards

On the 24th of October 2019, at a presentation function in Sydney, AKD was announced as the winner of the RM Advancer Workers Compensation and Liability Award in the Manufacturing and Logistics category

The RM Advancer Awards are the premier risk management awards in Australia. The awards are sponsored by Vero, our lead insurer in Victoria, and recognises excellence in the management of risk across a range of different businesses from not-for-profits to large multinational companies in four different categories. The four categories are Commercial, Small and Medium Enterprises and Worker Compensation and Liability which is split into two sub-categories Manufacturing and Logistics and Goods and Services Providers. The winners in the these other categories were Aurizon, Rapid Plas and Collins Foods.

Recognition for a great team effort over the past 5 years.

The award was recognition of the work done by the AKD team over the past five or more years which has resulted in significant achievements including:

- Reducing workcover premium from twice industry rate to less than half.
- Eliminating use of labour hire resulting in liability claims reducing from \$1m to zero.
- Completing the new Colac Greenmill project with no major incidents, and;
- Nationally recognised approach to risk management.

The other finalists in our category were:

- Coca Cola Amatil – Packaging Div.
Reduced manual handling risks, eliminated waste cost & reduced downtime
- DP World Australia – Provider of Stevedoring Services
Reduced mental health claims by 50%
- Swick Mining – Top 5 mineral drilling contractors globally
Introduced pre-intervention initiative for all employees (physio). 81% reduction in injury rates.

Winners for the second time.

In 2015, AKD won its first RM Advancer award in the Commercial category which recognised our risk management in relation to reducing property related incidents and establishing a business continuity plan and crisis management team to respond to incidents if and when they happen.

The awards validate our efforts in addressing and managing risk. The aim of risk management is reducing uncertainty and hence ensuring we achieve our objectives. Research shows that businesses with established risk management practices are safer and perform better than those that don't.

We have shown that we are happy to take on new ideas and continually improve our risk management.

Risk Management is Good Management.



David McGinness

National Risk and
Environment Manager



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Partnering Up with Our Critical Suppliers

It's stating the obvious, but one of the most important ingredients to a sawmill is logs. While we have around 9,000 hectares of our own forest, this is nowhere near enough to support an operation the size of Colac/Irrewarra, so having positive relationship with our log suppliers is critical to our future and underpins all the investments we are making.

Recently we have been working closely with HVP, one of our major log suppliers at 3,235,000m³ per year, discussing how we can best position ourselves to be their customer of choice and come to arrangements that make both organisations stronger and more profitable.

HVP have invited AKD representatives to participate in Harvester Optimisation Performance Systems (HOPS) trials which have been enlightening to say the least. A random group of trees are numbered and an 'expert' with in-depth knowledge of processing trees estimates the height of the tree and the products that should

be yielded from that tree.

The Harvester operator processes the trees as normal, while data is recorded allowing the three aspects, the operators decisions, the optimisers decision and the experts opinion to be compared.

From this data HVP are able to determine the effectiveness of the Operator as well as confirm the appropriateness of the machine optimiser program.

The Group has already organised for mixed lengths to be delivered to Site to be sorted at our Log Sort.

The idea behind this is to allow more lengths to be cut from the tree stem without using any more roadside room in the forest.

More length options will help improve the recovery of Sawlog from the Forest and this could translate into more volume available for AKD in the next contract.

The group has also engaged an independent researcher to assist with analysing the results of trial we

run. This ensures that we have an unbiased view of the benefits and effects of the trials.

It is planned that all trials will be concluded by the end of June 2020. By then we will be well placed to make informed decisions about the nature and form of the agreement between HVP and AKD.

The AKD working group consists of Owen Trumper (General Manager Fibre Supply), Kim Harris (National Technical Manager), Mike Bitzer (Strategic Projects Manager) and Myself (Colac/Irrewarra Site Manager). If you have any questions regarding this project, please talk to one of the people above or approach your Manager.

John Browne

Colac/Irrewarra
Site Manager





Breeders Choice in Tumut

A customer of AKD's called Breeders Choice have recently relocated their shavings baling operation from Holbrook to the Tumut Site.

Historically, 100% of the shavings produced at the Tumut Site was sold to the CHH Wood Panels Plant, which closed down at the end of February, this left the mill with no reliable outlet for the dry shavings that are produced and we need a long-term outlet for the shavings, as our Planermill produces 3,350m3 of shavings per month.

The financial objective was to maximise the return from the sale of shavings produced at the Tumut Site and to ensure that AKD has an ongoing long-term offtake arrangement. To achieve this, AKD offered to lease Shed A, Shed B and a section of the Jepsen Avenue Sheds to Breeders Choice.

Breeders Choice are an existing customer of Colac, and they were also purchasing shavings from Hyne. They sell their shavings in bales to produce animal bedding products.

Shed A has now been converted into a sawdust receival hall and temporary storage of shavings for whenever the baler line is unavailable. Shed B has been converted into a shavings receival hall and baling line. The Jepsen Avenue sheds will be used for pallet storage.

There will be two full-time employees from Breeders Choice working on-site with an additional three truck drivers to transport the bales and sawdust.

This was a \$1.1 million investment and there was only a 10-week timeline to have everything completed.

During those 10 weeks, the 9mw boiler was removed to create undercover storage. The Traysorter and Stacker Line were also removed to provide space for the Pack Docker. The open sheds were converted into a shavings and sawdust receiving area and manufacturing hall for Breeders Choice. The Debarker Baghouse was relocated to these converted sheds for shavings receival and the Blowline was cut and reconnected to the Baghouse.

Our very own maintenance crew was able to remove the Traysorter/Stacker Line and relocate the Pack Docker to the old Traysorter area.

Mick Caddis
EIC & Projects Manager



Breeders Choice palletising robot



Breeders Choice baling machine



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PROCESS OVERVIEW

- The Planer creates shavings by machining the rough sawn size to a target size for the market
- The blower systems transport shavings to the Breeders Choice receival hall where the shavings can be fed directly into the bale line, or dumped on the floor to be processed at a later time or for bulk orders
- Shavings are screened when in the hopper and the sawdust removed is blown over to the sawdust receival building
- The sawdust is trucked out to Breeders Choice customers
- The screened shavings are transported to the Baler which compresses the shavings into a 14kg bale wrapped in plastic
- The bales are stacked by a robot onto pallets
- The pallet of bales is spiral wrapped automatically with plastic
- The pallet is then ready to be stored for shipment



The Baghouse being transported from the Debarker to Shed B for refurbishment

"I'd like to thank everyone involved with the design, construction and implementation of this project. We now have a complex that compliments our site and gives Tumut control over the shavings that we produce. Breeders Choice are a very professional business and with this partnership, they bring employment opportunities for the area, directly and indirectly. Well done to all."

Rab Green,
Tumut Site Manager



Shed B storage before it was converted to Breeders Choice

OCTOBER-DECEMBER 2019



Around the Grounds: Colac/Irrewarra

Wow, 2019 is drawing to an end already, where did this year go!

Thinking about the highlights of 2019, the obvious ones are the run rates achieved by the guys running the new line which enabled Irrewarra to drop down to a single shift, the phenomenal drying rates achieved out of the old Batch Kilns and the great work carried out in the Drymill basically cutting budget all year without the use of a Friday afternoon shift.

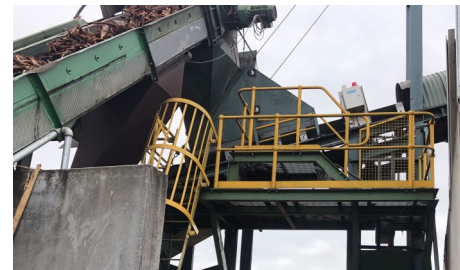
All of this taken into account in my mind the impactful event for AKD in 2019 was the Culture Survey.

The results here in Colac reinforced the old adage, we judge ourselves by our intentions and others by their actions! It was a reminder to a

relatively new Colac/Irrewarra Lead Team that there is no substitute for talking to our people.

The Lead Team and I agreed that when we were out and about we would have a conversation with an employee about their safety at work. In my case, I asked a few simple questions: ***“Do you feel safe at work?”***, ***“Are there any jobs you do that feel a bit suspect?”*** and finally, ***“Are there any jobs you carry out where you pull up sore the next day?”***. These three simple questions have revealed lots of little gems of information.

For me, the best example of this was out in the Log Sort area. Pictured right, explains it pretty well but in short, a really nice ladder and



platform was installed to access blockages in the bark conveyor then later a metal detector was installed but we didn't take into account the belt run on after the metal detector was triggered so the Operator was leaning out of the platform. A simple reverse function was added and the job became completely safe again.

John Browne

Colac/Irrewarra Site Manager

Where has the year gone. It's been a massive year for me and both the green mills at Colac and Irrewarra.

Since moving across from Maintenance, I have had a massive learning curve but have been helped along the way by a lot of great people. As well as this change at work, I had my own wedding in March which has just made the year fly by.

Whilst thinking about the green mills and what they have achieved, you start to realise how busy we are day to day as well as long term. Here are a few things that stick in my mind about this year.

Irrewarra moving back to a one shift operation without losing a single person by creating opportunities within the business. This is a credit to all the individuals who moved out of their comfort zone which was much appreciated and a great job by Cameron Percy and Steve Porter. The Irrewarra site didn't take a backward step and have been able to continue cutting budget which is a true testament to the character of people

at Irrewarra. They are 'Irrewarriers'.

The Colac Green Mill has continued to improve in both productivity and recovery. It's a true indication that the faith the shareholders and management team put into the site and green mill by investing a substantial amount of capital expecting a certain recovery, has come to fruition. In fact, we are surpassing the recovery numbers that were quoted. The record shift stands at 1448m3 in and 964m3 out with a recovery of 66.6%. These records need almost everything to go right from the log yard, the loader drivers, maintenance support and cleaning for example. We have almost completed the pack spreading project which will hopefully be completed over the Christmas period which will help our back end of the mill, as well as reduce the damage or waste of sticks across the site. Another project which will be completed over Christmas is the unscrambler upgrade. This will again pull a bottle neck out of the back end of our process. Craig and his guys will be working hard over the break to

ensure we have an excellent start up after Christmas.

Safety. Although I feel our rate of incidents has dropped and so has the severity of incidents, I still think we have a fair way to go towards safety. It is a journey not a destination, and I feel that with effort we can create a step change. Shane Vicary always says that not 1m3 of production is worth putting someone's health and safety at risk and we all must adhere to this mantra. So, let's slow down, complete JSA's and SLAM's, to ensure we eliminate risk to ourselves and the business.

From myself and my family to you and your family, please have a safe and Merry Christmas.

Paul Muscat

Colac/Irrewarra Sawmilling
Manufacturing Manager





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Around the Grounds: Yarram

Yarram has been busy getting several projects underway, our Loop road project focused on safety and a sawshop upgrade to facilitate inhouse sharpening.

Loop Road

Due to limited size of the Yarram log yard, the site has collaborated with Hancock's Victoria Plantations our log supplier to eliminate a risk to both parties and the public. Due to lack of space, log trucks often must park on the public roadway adjacent to the site and on some occasions these trucks also had to reverse off the site weigh bridge with their trailers also protruding onto this roadway.

The project involves changing the site layout to create a truck loop road, allowing for up to 10 B-Double log trucks to park onsite. Prior to this only 3 to 4 trucks could fit in this area. The loop road installed is now approximately 250 metres long, completed by using road base and installed by professional road crew due to the unstable soil in this area. The loop road now extends into the paddock on the south side of the log yard, utilising previously idle space. This project is nearing its completion, while leaving the log yard fully functional during this time.

Saw Shop Upgrade

Currently our saw shop is receiving a much-needed upgrade, this comes after receiving delivery of our two new grinding machines as part of a cost reduction improvement for the site by sharpening knives inhouse rather than contracting this work out.

The saw shop area has been upgraded including floors being levelled and painted, wall sections replaced, and painted, new cupboards and benches installed for improved storage. The lighting and electrical supply is currently also being upgrade with completion of the project in December.

Returning Employee

Its with great pleasure to welcome back to Yarram site an ex-employee Daniel Albutt who has just transferred from AKD Jelfor timbers. Daniel will offer plenty of experience and prior knowledge.

Training

Congratulations Justin Barron on recent completion of Dogmans ticket.

Mike Bitzer

National Strategic
Projects Manager



Above: Work has begun

Below: Proposed Loop Road





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Around the Grounds: Caboolture

State of the Nations

Our site lead team recently engaged in talks with our site teams, dubbed 'State of the Nations'. We touched on site security in such an urban environment, metal health awareness and highlighted some of the community activities we have participated in. The teams also received an in-depth product quality update around log specifications, timber grading, grade performance, kilns pack presentation, wrapping and strapping, and stock protection. Site operations were discussed, including a review of our product mix, cleaning up our site and focused heavily on Christmas operational and maintenance plans.

Most notably, our H2F treatment crew must be congratulated for a recent record run, achieving their highest shift output ever!

Sound Barrier Project

Wow, the civils are done and construction is underway! Casey, Wing and the crews are showing us the results of the months of planning that have gone into this project. The sound barrier is really taking shape. A big hats off to our entire team onsite who have patiently driven longer routes, been asked to complete out-of-scope tasks, and pulled together to ensure our project is on time and in spec.

The steel posts are currently going in, and we are expecting panel installation, painting and landscaping to occur during December. An artist's representation shows the stylish finish that ties into the surrounding environment. The team onsite are really looking forward to the final product (and recouping their storage space), which is, above all, something we are proud of as a first step towards our master plan. The importance of this sound barrier cannot be underestimated as it is vital to our future and the support of our community and friends.

Next edition we look forward to putting a photo of the reality next to the artist's impression for everyone to admire!



Greg Levinge
Caboolture Site Manager

"It has been a very busy and extremely exciting year! Take care and stay safe at work, and over the break. I look forward to catching up with everyone next year. Have a Merry Christmas, and safe new year!"

Greg Levinge, Site Manager



Around the Grounds: Tumut

Congratulations to the Tumut and Gilmore facilities for celebrating one year with the AKD family. The year has gone so fast and here we are, already approaching Christmas. It hasn't been the smoothest ride in the last twelve months with market instability and moving across to a different system, but things have settled down and we are getting used to the changes and starting to move in the right direction. It has been challenging but enjoyable, and I'm looking forward to the next twelve months.



Safety

Housekeeping across the site continues to improve. All departments are continuing to challenge their work areas. "A clean site is a safe site." Unfortunately, we have had a few injuries and we need to continue to take care of ourselves and assess the risks we identify. Having the courage to intervene when we see something that doesn't feel right will drive a safe culture and hopefully stop an incident before it happens.

Social Licence

We are currently advertising for apprentices for 2020 in the local community. Tumut has always supported apprentices. This helps us grow our own tradesman as it can be a challenge finding and keeping them. We are still sponsoring local junior sporting events to promote AKD in the community. There is a lot of good work in this space and feedback from the local community has been pleasing.

Projects

AKD and USNR continue a great working partnership with the sawmill Bio-Luma scanner completed in October. The new scanner delivers better geometric scanning for width and thickness, plus has the ability to scan for vision. This will allow faults such as knots, splits, resin and pith to be detected and docked out to deliver a high value product to the Drymill and to our customers.

Thanks to Brian Cleveland from USNR who was on site for three weeks during the install and commissioning phase and thanks to all the AKD guys for giving up weekends and working some long nights.

Rab Green

Tumut Site Manager



Farewell Peter 'Dude' Spence



I would like to announce the end of an era for the Spence family at AKD.

Peter Spence followed in his father Neville's footsteps by becoming an AKD employee way back in 1981. Neville spent more than 50 years at AKD, in which time he worked alongside Peter and his brother Paul.

Peter has decided to leave AKD to head to greener – albeit somewhat dustier – pastures in Howard Springs, just outside of Darwin.

Peter, with the support of his wife Sue and son Brock, have

decided that the time is right for a change. Peter said, "I haven't got a lot planned but will do a few days a week working as a diesel mechanic with one of my mates, but Sue has got a job and Brock will head back to school."

When asked about his time at AKD, Peter stated that he has seen enormous change during his time with the company and would like to wish AKD well.

All the best Dude!

John Browne

Colac/Irrewarra Site Manager



Around the Grounds: Post and Poles

There are exciting developments happening throughout the Post and Poles businesses adding value to AKD that we want to share with all employees.

AKD's Post and Poles division consist of Portland Pine Products (PPP) in Heywood Victoria, Jelfor in Traralgon Victoria and a Joint Venture with Shelton's Timber Treatment Company (STTC) in Colac.

Over the past few months the business has looked for improvement opportunities to expand production and sales to increase profitability.

One such improvement at Portland Pine is a product supply agreement with One Forty One that consist of PPP increasing productivity by 40%. To help deliver this increase in productivity, an afternoon shift has been added to the site and consists of five new positions. Pictured right, is part of this new crew, who are strapping one of the post bundles to supply One Forty One.

This expansion of the of production at PPP is great for AKD and the surrounding community of Heywood.

At Jelfor, the team has also been working hard on improving processes to improve quality, fibre recovery and productivity.



*New afternoon shift crew, left to right:
Nic Herron, Akili Moise, Oliver Chitambo and Sarah Biddle.*

Combining this drive for improvement with education the site joined with the Latrobe Valley Business Group for training in performance improvement techniques.

The outcome of this training has identified 'waste recovery' as a key area of improvement for the Jelfor site and one project delivered was the reduction of reject posts.

Typically, all reject posts are chipped and sold to a local landscaping business at a very low return. The team looked at different options for these reject posts including treating and selling as seconds, reprocessing or continue chipping.

As a result, the outcome showed that converting these rejects to a product call 'Perfect Rounds' through a Beznar machine at site and treating them for sales would yield an extra 2% revenue per year for the site with its existing manning.

Thanks to all the employees at Post and Poles for looking and implementing improvements at their site and watch this space for more in the future.

Mike Bitzer

National Strategic
Projects Manager





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AKD Christmas Colour-in Competition

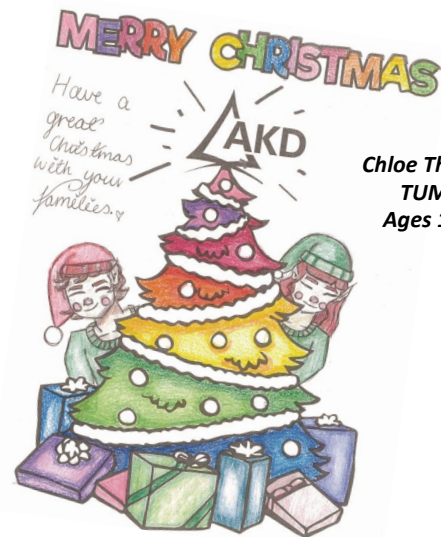
Just some of the fantastic entries. Thank you to all that participated.



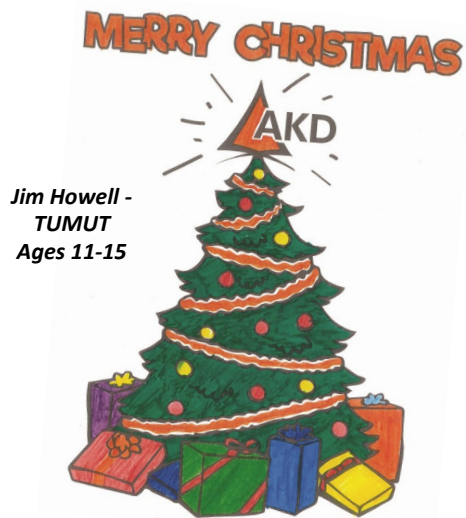
Jimi Angus - COLAC
Ages 1-5



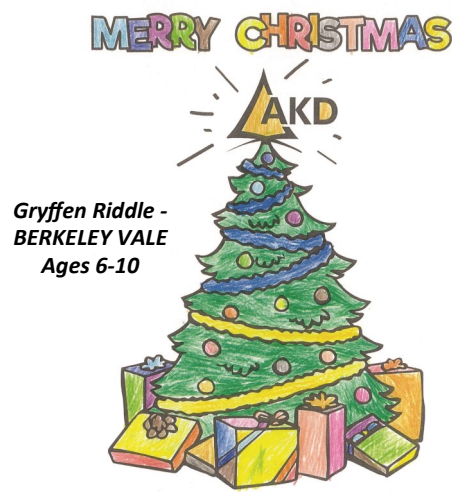
Brodie Pender - COLAC
Ages 11-15



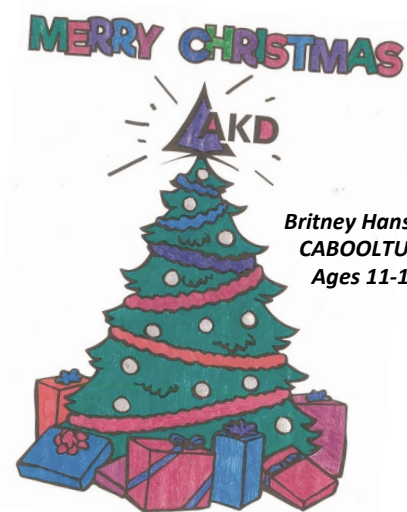
Chloe Thomas - TUMUT
Ages 11-15



Jim Howell - TUMUT
Ages 11-15



Gryffen Riddle - BERKELEY VALE
Ages 6-10



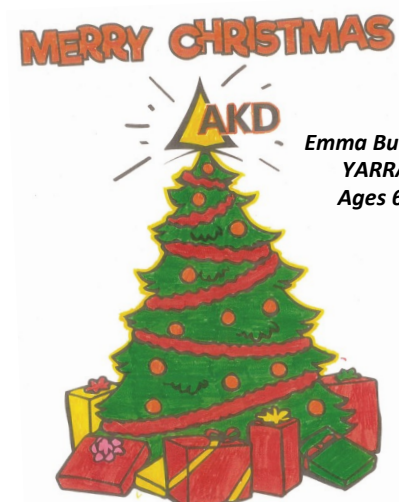
Britney Hansen - CABOOLTURE
Ages 11-15



Caitlin Johns - COLAC
Ages 6-10



Luka Jeffree - TUMUT
Ages 1-5



Emma Burgess - YARRAM
Ages 6-10

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AKD GET PINK'D UP

The month of October is nationally known for supporting and raising awareness for breast cancer, with none more staunchly devoted to this cause than the McGrath Foundation. As an organisation we wanted to show our strong support for this charity and cause by changing the traditional 'orange and black' to 'pink'. Our employee were given the opportunity to buy Pink AKD polo shirts and pink boot laces to show their support. As a company we showed our support through the changing of our logo on the front office to pink as well as pink AKD logos on cars and trucks. Our Sales Team did an amazing job getting our customers on board by also purchasing pink polos, with the total polos purchased over the month of October exceeding 400. All proceeds were donated to the McGrath Foundation.

The support was overwhelming with all sites getting behind the cause and raising a massive **\$11,898**. The McGrath Foundation uses donations to fund existing McGrath Breast Care Nurses to support people with breast cancer and their families across Australia and plan for more nurses in the future.



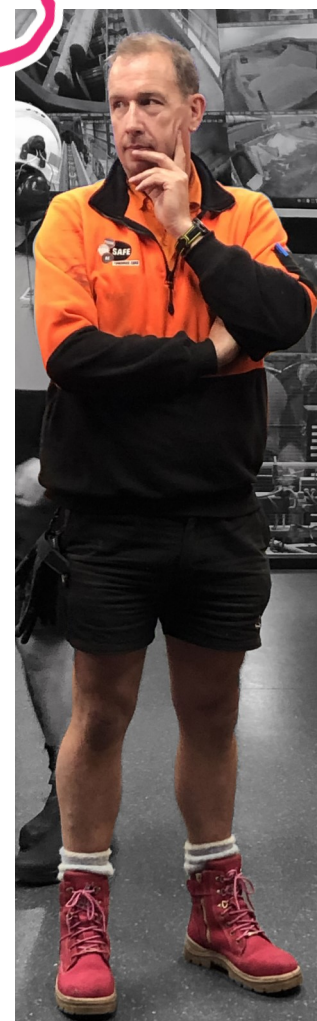
JELFOR



McGrath
Foundation



YARRAM



Colac Sawdoctor
Matthew Laity



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Caboolture's Wing Ho



CABOOLTURE



TUMUT



BERKELEY VALE



COLAC

COLAC HERALD

OCTOBER-DECEMBER 2019



THE
SPLINTER



CUSTOMERS GET PINK'D UP

As the sales year winds down AKD's sales volumes continue to increase. There is positivity coming into to Christmas with many forecasting an uplift in the market in the new year. It may take some time to get back to be a really strong market, but we believe that the worst of the market has past us and are expecting growth to continue into the new year.

It has been a very challenging year in the sales department as AKD took over many new sites and intern many new customers. These acquisitions came at a time when the market tanked, imports were at a record high and we were trying to integrate our new teams as one. It was a year in which we learnt plenty and now have a better understanding of each sawmills strengths and how we can utilise these assets to offer a great range of products and service, at a scale that is unmatched in Australia. The whole team is excited at what the new year will bring!

As we are all well aware, October was breast cancer awareness month and to help raise awareness and funds, AKD teamed up with the McGrath foundation by "Pinking Up" for the month of October.

The AKD sales teams in each state reached out for support of our chosen charity and received an overwhelming response. It really was touching to see the immediate and generous response from so many. Our customers really embraced the idea and, like our AKD offices, turned their business Pink for various days throughout the month. The shirts that the customers bought were co-branded with both the AKD and customer Logo's and were proudly displayed throughout the month. The shirts looked great and as you can see by the photos really made a loud statement in support of the McGrath foundation.

I would like to take this opportunity to thank all of customers both old and new for their support throughout the year. We know that it was a very tough year for many of our customers as well and really appreciate our customers that stuck with us throughout this period. AKD believes in partnerships and support through weak markets continues to bind relationships that are so important to the way AKD attempts to take its fibre to market. I would also like to thank everyone in the new AKD Sales team. It has been fantastic how the new team



has embraced the orange and black and how the original sales team has taken on extra volume whilst adding complexity in their stride.

Thanks again and may everyone have a great Christmas break and above all be careful and safe over the festive season.

Liam Buchanan
National Sales Manger





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International Timber Solutions



Peuker & Alexander



Programmed Timber



Ashborn Industries



Programmed Timber



OCTOBER-DECEMBER 2019



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Movember

Movember has arrived and Caboolture have thrown the challenge out to all other sites to get on board!

What does Movember mean for us? It's the time for the majority of us to grow some mighty fine moustaches! For the rest of us, we spend the entire month convincing ourselves we're going to have a mighty fine moustache by month's end for the "After" photos. Lucky it's the cause that counts and not the moustache. It's a great time for us to poke a bit of fun at ourselves and each other, have a laugh with our work mates and families, and have the conversation which we aren't terribly fond of having: the conversation about Men's Health.

Men's health is a broad ranging subject, and there is a lot to discuss. Growing a mo' gives us that nudge to challenge each other to take better care of ourselves, for both our own health and wellbeing, and so we can all be around a little bit longer for our families.

Caboolture led the charge in 2018 with the Movember movement with a team of Mo' Sisters and Mo' Brothers, and now we look forward to all AKD getting on board and bringing the challenge to us. Most importantly, as well as growing, grooming, and pouring all of your love and care into a moustache, we also want to you challenge your work mates to make sure they take the time to look after their health, get that annual check-up at the GP and to take care of themselves.

Long live the Mo'!



LEFT TO RIGHT: ANDY TOUGH, DEAN CLINCH, TONY WATTS, DAN WALL AND DAVID HOGARTH
CABOOLTURE

***\$2000+ funds raised with the help of employees
who did a fantastic job raising funds for the cause
on top of the total for AKD***



IAN JENNINGS AND TIM LOCKE
CABOOLTURE



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Check out these AKD Mo's!



DAVID REILLY
COLAC



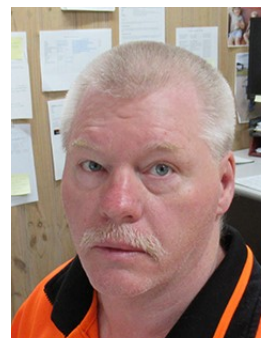
MICHAEL JOHNSON
COLAC



GORDON KELSO
TUMUT



RAB GREEN
TUMUT



LAURIE KYNE
YARRAM



BILL WILSON
YARRAM



BRETT PHILLIPS
YARRAM



JULIAN HAY
YARRAM



JUSTIN BARRON
YARRAM



MICHAEL MORGAN
YARRAM



TREVOR WHITE
YARRAM



CHRIS CALDWELL
CABOOLTURE



CHRISTIAN GIBBS
CABOOLTURE



PAT NEWPORT
CABOOLTURE



MICHAEL SHORT
CABOOLTURE



MATHEW HICKEY
CABOOLTURE



KEN GRESHAM
CABOOLTURE



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Out and About

Community Engagement Highlights

Some of our managers recently assisted Grace Lutheran College with mock interviews for their Grade 9 students. The Middle School Captains from Grace Lutheran College very kindly dropped by with some baked goodies, in thanks for our help.

AKD was also the proud sponsor of the inaugural Morayfield State High School Innovations Award. Daniel McNabb was the proud recipient of the Innovations Award. As part of the award, he took the opportunity to engage in a week-long work experience program at our site.



Grace Lutheran Middle School Captains presenting the baked goodies to site personnel. From left to right: Macy Jaffrey (GLC Middle School Captain), Brooke Jarrott, Greg Levinge, William Spry (GLC Middle School Captain) and Rose Mollenhagen



Greg Levinge and Daniel McNabb with the AKD Innovations Award perpetual trophy

Birregurra Festival

AKD once again was a major sponsor of the Birregurra Festival and engaged with the community through our stand at the 2 day festival. The location of the stand was in the kids section so our activities over the festival weekend were aimed at engaging families. We had a number of competitions over the weekend with people interacting with the selfie boards where they can become a truck driver, forklift operator or wear the pink shirt uniform. People were encouraged to post their photos to Facebook which drove online engagement and brand awareness. We also had a colouring competition where children could enter their colouring of a truck, forklift and kids planting trees into the competition to win a voucher. Overall the engagement was great with comments from the community saying how great it was to see a major employer have a stand at one of the biggest festivals locally. A number of staff helped out over the weekend which was fantastic and we achieved our aim of being recognised as a community minded organisation.



Gary Dolan using the selfie board



AKD Stand at the Birregurra Festival 2019



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Out and About

Futures Day

Rodney Sutton (EHSR Advisor), Peter Annetts (Engineering Manager), Brooke Hartshorn (Receptionist) and Nick Webb (3rd Year Apprentice Fitter) all travelled to Gundagai High School to attend Futures Day.

We had 5 20-minute sessions where we were able to speak to years 9, 10, 11 and 12 about AKD, expectations as an employer, pathways into your line of employment, importance of subject selection/advice, services offered, job and work experience opportunities and a little bit about what we do in each of our individual roles.

We were sent through some of the feedback that Gundagai High School received from their students, revealing AKD presented as one of the most informative and enjoyable sessions.

When asked what they had learnt throughout our session, they noted that they had learnt what employers seek in potential employees, advice on how to get a start on working towards what it is that they want to do, to try their best, that going to University is not the only option available if they want to obtain a good career and to reach out for a work experience opportunity if they aren't quite sure what career path they wish to go down, to get a feel for the workplace.

The following day, Rodney Sutton and Nick Webb visited Tumut High School to discuss these same topics alongside Janice McDonald (Payroll Officer), Gordon Kelso (Mechanical Supervisor), Jessie O'Brien (Adult Apprentice Saw Doctor) and Reggie Coe (School-Based Trainee).

Lucy Pearce, Careers Advisor at Gundagai High School had the following comment regarding our attendance: "Gundagai High School was lucky enough for AKD to attend our recent Futures Day. Futures Day aims to increase student awareness about possible career pathways and extensively network with local businesses, employment support services and tertiary education providers. AKD presented excellent sessions to our Year 9, 10, 11 & 12 students about their business, possible career opportunities in the Forestry Industry and their expectations as a large employer in the Snowy Mountains region. Our students expressed how informative and valuable they found the AKD sessions and how wonderful it was to have several employees representing the business from a range of sectors. Gundagai High School staff who attended the sessions reiterated these sentiments. As the organiser of the day, I am truly grateful to AKD for agreeing to participate in our Futures Day, providing such a wonderful presentation and supporting our students in their career planning".



AKD employees Reggie Coe, Jessie O'Brien, Rodney Sutton, Janice McDonald, Gordon Kelso and Nick Webb with Tumut High School students

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Brodie's Passion for Hockey

Brodie Pender has been playing hockey in the Corangamite league for 5 years. He has loved hockey from the first time he picked up a hockey stick.

Next year Brodie will be playing hockey for Corangamite Lakers in the Warrnambool league. This is a big change as it's a bigger ground and on AstroTurf.

The Corangamite Lakers travelled to Portland on the 10th of November to play in the Southwest Olympics. There were teams from as far as Geelong and South Australia.

Brodie played in the position of goalie and this requires a whole lot of protective gear. Nearly every part of your body is protected, a requirement to be allowed to play. You might not be able to tell but Brodie is hiding under all of that protective gear!

This was Brodie's first time as goalie, and so he was nervous, but all of his team mates were super supportive. They played well the whole day, with Brodie not letting any goals through. They made it through to the Grand final with the score being 0-0 and so the game came down to a penalty shootout but sadly, the Corangamite Lakers fell short. All of the kids had a fun day and played well as a team. They ended the day getting awarded runner up medallions.

Brodie loves being a goalie and he has goalie training coming up in December to learn new skills and be the best goalie he can be.

Hockey is a great family friendly, supportive and inclusive sport. I would encourage all parents trying to get their kids into a sport to give hockey a try.

Nissa Pender

Colac Dispatch Afternoon Shift Administrator



"Brodie is the son of our Dispatch Afternoon Shift Administrator Nissa Pender, and not only does he love hockey, but he is also an avid lover of The Splinter and we couldn't be happier to feature Brodie in this month's issue. Keep up the awesome work Brodie and we can't wait to hear more about your hockey achievements!"

Sophie Devine,
Dispatch and Logistics Manager



Hardwick Family Celebrates 108 Years of Collective Service in Tumut

The **Hardwick** family at AKD in Tumut is made up of brothers Mick, Matthew, Darrin and Joe, Mick's son Nathan, and Darrin's sons, Ben and Jake. Together amazing 108 years of service with the Tumut business, we wanted to acknowledge and say thank you to the Hardwick family.

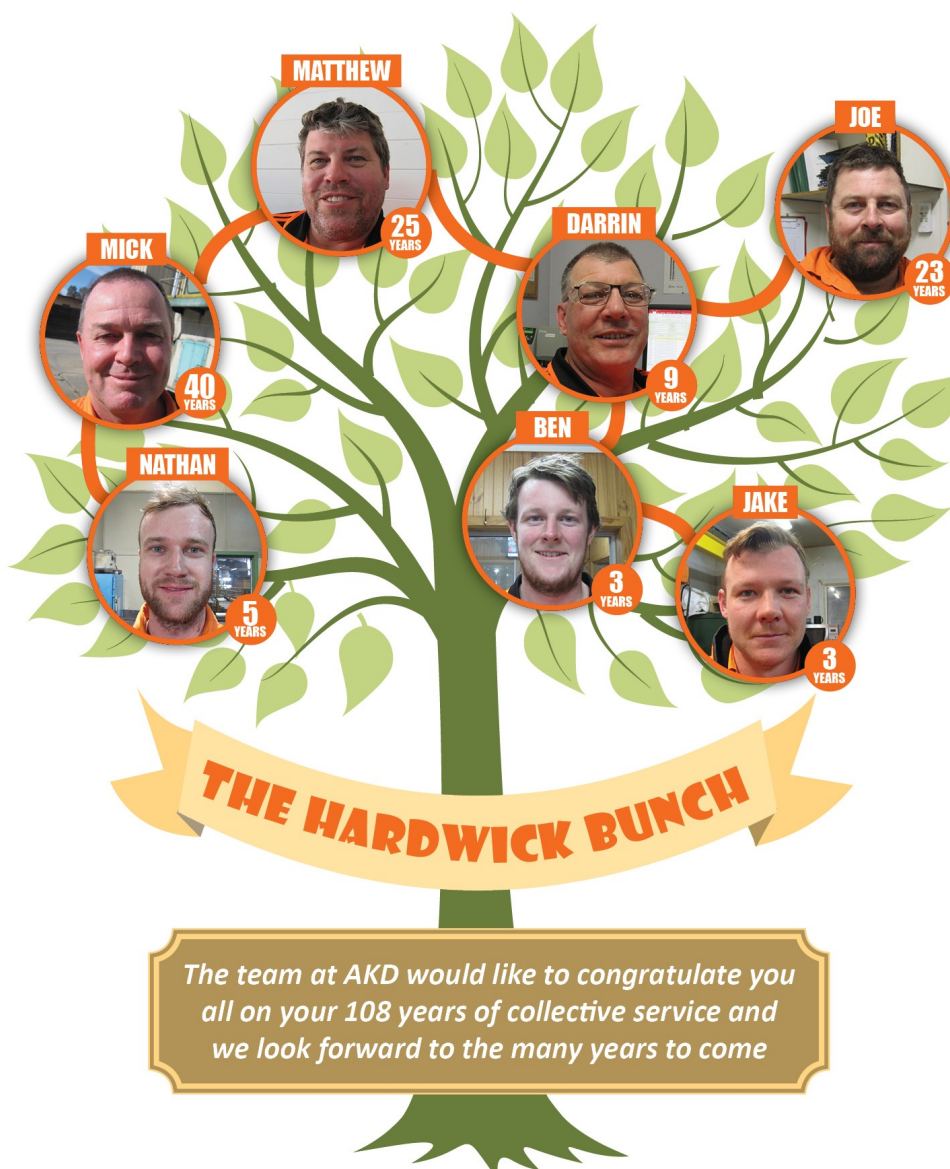
Mick Hardwick commenced work at the Gilmore site on 20th August 1979. He started on the stacker in the Greenmill and is now driving the log loader at the Tumut site. Mick is married to Tracey and together they have two children: Danielle, who works as a Pharmaceutical Assistant, and Nathan, who is also an employee at AKD.

Matthew Hardwick commenced work at the Gilmore site on 5th August 1994 on the 30N moulder line. He is now working in a Quality Control role and has also been trained as a relief Purchasing Officer. Matt has been engaged to his lifelong partner Gina for 22 years, and together they have two children, Sam and Mia.

Darrin Hardwick commenced work on the rat pack line at the Gilmore site on 21st June 2010. He has learnt other roles like operating the Treatment Cylinder, pack ID and driving the forklift so that he could fill in those positions when needed. Darrin is married to Yvonne and together they have two boys, Jake and Ben, who are also employees at AKD.

Joe Hardwick commenced work in the Greenmill at the stacker on 10th September 1996. He stated that he was lucky enough to get a start in the Sawshop as a trainee and then as an apprentice. He is now fully qualified. Joe is married to Hanna and together they have two children, Liam and Llewella (Lou Lou).

Nathan Hardwick commenced work as an Apprentice Sawdoctor on 13th January 2014 and attended



TAFE in Tumut.

Ben Hardwick commenced work with the Greenmill cleaning crew on 23rd of February 2016. Recently, a spot opened up on B shift and he began to operate the bins, sorter and tally at the outfeed.

Jake Hardwick commenced work as an apprentice Wood Machinist on 18th February 2016. Recently, Jake successfully completed his three years of theory. The course was combined with aspects of the Fitters course which included the use of hand

tools, stripping and repairing gear boxes, etc.

As it turns out, sharing the Hardwick name and working at AKD is not all that these guys have in common as most of them stated that they enjoy playing cricket for the Adelong Donkey's and Rugby Union for the Tumut Bulls, watching motor sports, playing golf, camping, gardening, fishing and most importantly (and most commonly) following the West Tigers in the NRL.



Janice McDonald Celebrates 40 Years at Tumut

Janice commenced employment on 20 December 1979 after completing twelve months full time secretarial studies at the local Tumut TAFE earlier that month. Janice applied for three different positions at the same time and was lucky enough to be able to choose from those three jobs. One was in Canberra and the other two were local. She said she had a very high typing speed and back in those days, employers were looking at this. Janice is sure this is how she was able to choose from the three jobs. She chose the job at the Tumut mill due to feeling comfortable at the interview and thought it was the best fit for her.

She started as a Telephonist Clerk/ Receptionist and prepared invoices for any timber that left the mill. These were done manually back then, on an old typewriter with three duplicate copies.

Janice remembers the daily report she typed on the Telex machine and sent to their head office in Canberra. The tapes were lengthy, and she had to be careful that anyone coming into her office didn't tread on the tape and break it.

An old Gestetner machine was used to create and print new forms. This was a very messy job and Janice had to be careful not to get ink on herself when printing.

After around four months, Janice was given the role of Payroll Clerk, as the only other lady in the office (Sue Prosser) was having a baby and there was no replacement. She recalls every Friday was pay day. Ian from Tumut Security would rock up with the cash pays and his trusty shot gun, locking the doors while the pays were handed out to employees through the metal-grated window.

Payroll has always been her job. At one stage. Janice assisted with processing payroll for other sites



Above, Dean and Janice, left, Ben and right, Sophie

owned by the business and was paying around 550 employees a week in some years. Tumut was also head office for all pays. "It was a very busy office back then, with three of us in the payroll office, with Carol Regan and Sue Prosser both had their own pays to process."

Over the years Janice has seen many name changes to the company, a lot of Managers and employees come and go through the mill, and plenty of different payroll systems. One challenge was the purchase of the ACI Gilmore mill in 1991, which required bringing all 120 employees over into the payroll system, which

she totally enjoyed doing. Janice was keen to get rid of the old manual Bundy cards and looked forward to the introduction of the auto swipe systems which made it so much easier and with fewer errors occurring.

"Safety has certainly changed over the years."

"When fires had broken out in the Gilmore/Tumut area, the mill would stop, and employees literally jumped on the fire truck, and I mean, they were hanging off the truck everywhere to go fight the fires. There was no safety in place back then, but that's how it used to be, I



Janice's big catch in Cairns



***Merry
Christmas
everyone!***



Girls coming in to be milked



am sure a lot of people can relate to the good old days and this happening in their community."

"I remember the guys motorbike riding through the sawdust at the Greenmill, this was a daily occurrence and some fun that happened many years ago, back when I first started. Other stories I really couldn't repeat, and best be left untold. In the Greenmill, they would sign to each other with their hands to communicate as it was a very noisy environment."

Janice is also involved in training, fibre, workers compensation and

RTW Co-ordinator.

"I have met some great people over my time at the mill and some lifelong friends."

Outside of work, Janice has been married for 31 years to Dean and together they have children, Ben (28) and Sophie (19). Even though the kids have grown up, they are a close-knit family and value each other's company and do a lot together, which they really enjoy. Janice and Dean love fishing, camping, boating, motorbike riding and shooting. Well, Dean likes the shooting more than Janice and she is mainly the driver now.

Over the years Janice and Dean have travelled to England, Ireland, Scotland, Wales, 13 other European countries, Singapore and Canada. They will no doubt travel abroad again one day.

They spend a lot of time at Janice's sister's place in Cairns and do a lot of reef fishing and relaxing.

"My weekends are busy at my parent's dairy farm helping in any way that I can, from milking, calf feeding, hay feeding, mowing lawns and mustering cattle. There is never a dull moment and always something to be done."



Gregory Musson Celebrates 30 Years at Tumut

Congratulations to Greg, who has reached the milestone of 30 years' service at the Tumut Site.

Greg arrived in the district in 1989 and worked in the orchards until a position in production at the Gilmore Sawmill became available. He then worked as a Fitter's Assistant over the Christmas shut that year.

Greg had previously worked in mechanical maintenance/installation as a Rigger/Scaffolder and was offered an apprenticeship in fitting after a trial period on a midnight shift doing preventative/repair work at the Gilmore Greenmill. This was one hard year; with a young family, finding a place and time to sleep was difficult. Three years of TAFE followed. The outcome was well worth the struggle as Greg has both enjoyed and benefitted from the trade.

There have been many rewarding moments here for Greg and the big one came in 1997 when he met Sharon on her first day starting at the Tumut sawmill business. A whirl wind of two years passed, and they were married.

Greg enjoys their life at home creating a garden with a sense of humour, finding rocks and moving them about, and planting trees that one day will hopefully be considered significant.

Greg's preferred method of travel is walking, which he says you get to do a lot of when riding British built motor bikes/cars. Although as he works in maintenance reliability, his trips to work are either, Honda or Hilux, followed by push bike. Greg is continually looking for that next big walk after completing the Tasmania South Coast track - 10 days with only ocean between him and Antarctica. Sharon and Greg are looking forward to seeing, very slowly, parts of this wonderful world we live in - Ireland, Northern Italy and Shetland are on their list.

"I have known and worked with Greg since he joined the Maintenance Department all those years ago at Gilmore. Greg joined the Gilmore team as an adult apprentice, which was a new way of training tradespeople back then. A lot of sawdust has been generated since that time, at both the current AKD site at Tumut as well as the Gilmore site, under several owners and Greg has been a part of keeping the process functioning.

The evolution of maintenance procedures and attitudes have changed significantly during the 30 years of Greg's service. I've been around long enough to remember the measure of abilities for the maintenance departments was how long it took to repair a breakdown. Although this measure is still an indicator in uptime and efficiency, a lot more effort is focused on preventing the breakdown from happening. This is achieved through having a sturdy Predictive Maintenance Strategy and commitment to data



Greg and Sharon's beautiful garden



Sharon and Greg – At Norfolk Island Wedding Bliss 2000

acquisition and understanding of what that data means.

We are very fortunate that this critical role is filled for us by Greg. There have been, and continues to be, many improvements and procedural changes regarding our Predictive Maintenance Programs that Greg diligently provides. These include a vigorous Vibration Analysis, Oil Sampling and equipment data review process that Greg provides for our maintenance plans.

We put a lot of stock in this process and Greg is actively passing on his knowledge (gained from many hours evaluating components and comparing condition data).

I, as do the rest of the Tumut team, thank Greg for his continuing efforts and learnings and hope we can get another 30 years out of him."

Peter Annetts, Tumut Engineering Manager



Aneta Jorgensen Celebrates 25 Years at Tumut

Congratulations to Aneta, who has reached the milestone of 25 years' service at Tumut.

Aneta started at Gilmore back in April 1994 and has been a great asset to the business ever since. During her time here, Aneta has worked alongside a number of female employees such as Vicki Keogh and Debbie Maher, and they remain close friends still to this day.

After working at Gilmore on the 50x22 line, Aneta was offered a permanent position at the newly-restructured Tumut Site. She worked in the Planermill on the dreadful 7-day 8-hour roster, under Anthony Abric and current Dry Process Manager, Ray (Butch) Lucas.

Fifteen years on from starting in Tumut in 2009, Aneta had the opportunity to start in the Kilns on a 7-day 12-hour shift, a first for a female in the industry at the time. She has been there ever since. For the past five years, Aneta has been the team leader of her crew: Goodie, Baz and Bert.

Aneta has been married to her husband Neil for 40 years. Together they have two boys and three



Aneta with her husband Neil on their recent trip to Uluru

grandchildren from this close bond.

Aneta and Neil love nothing more than to get away in the warmer months to their cabin at Eucumbene to enjoy fishing and boating.

When asked if she has seen many changes during her 25 years of employment here, Aneta stated that the most noticeable changes would have to be the hairstyles and body figures... there is more or less of either or both.

"We are excited to celebrate 25 years of loyal service and look forward to the years to come."

Thank you for all your hard work and commitment."

Ray Lucas,
Dry Process Manager

Geoff Tanis Celebrates 25 Years at Shelton Timber

Shelton Timber is fortunate to again be celebrating and thanking another long-term employee this year.

Geoff Tanis started with us on 15th December 1994. Having previously worked for Victree at Irrewarra (now the AKD Irrewarra Mill) and before that time, as a butcher at Western District Meats. Geoff moved to Shelton Timber after finding night shift challenging with a young family. Married and with two children and three grandchildren, Geoff spends his spare time with his family and loves his grandchildren.

During his time with us, Geoff has worked operating the

post peelers and forwarders, moving product around our yard and loading infeed chains.

Through his 25 years of service Geoff has been very committed to his job and his workplace, demonstrated by his exceptional reliability.

His approach to work has always been intuitively one of commitment and safety, neither being injured or causing injury to others while operating high risk plant.

Our team is grateful to Geoff for devoting so many years of his life to Shelton Timber.



Remembering Steve Sims

Steve Sims would have been with Caboolture Sawmill for fourteen years on 28th September 2019, having started in 2005. Unfortunately, Steve passed away on 10th May this year, after battling illness. The team at Caboolture would like to commemorate Steve's life and work, as a much-loved and long-time member of our team.

Steve started his sawmilling career in the Greenmill, showing passion and determination in learning the skills required for grading timber and operating sawmilling machinery. He had an old school demeanour and attitude paired with a kind and caring soul. He was a disciplined and honest man, a leader, and a great work mate to all. Steve was many things at Caboolture: machine operator, carpenter, locksmith, concreter, fitter, crane driver, team leader, quality control officer, boom lift operator, kiln trolley attendant and probably several more that have been missed.

Steve's dedication and perseverance shone through in everything he did. His commitment to his work and to his friends will be greatly missed.



Steve with his wife Deborah



Steve in his daughters wedding

Steve loved his fishing and his hunting. I went on a few hunting trips with Steve and we had a great time. Even when it was time to come home, Steve would go out for one last hunt to get the pig of the day. With the cars packed up and ready to go, and a six-hour drive to get home, Steve would come back from his last hunt at 6pm. We would get home around midnight, and start work at 5am the next morning.

For the next few weeks, that's all Steve would talk about: the whole hunting trip. His catch, the beauty of the sunset or sunrise over the land, seeing the birds and using them as a sign to hunt pigs.

Tony Watts



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I met Simsy in July 2010 at the Greenmill. It quickly became apparent that you could always count on him when there was work that needed doing. He never shied away from anything, especially when it was not always pretty, or was hard. Simsy would be the first one in there! He could be silent guy at times and kept you guessing as to what he was thinking about. Simsy also had great timing, with a sense of humour that would lift you back up when things were not so great. There is no doubt about it, he is a special person for all us.

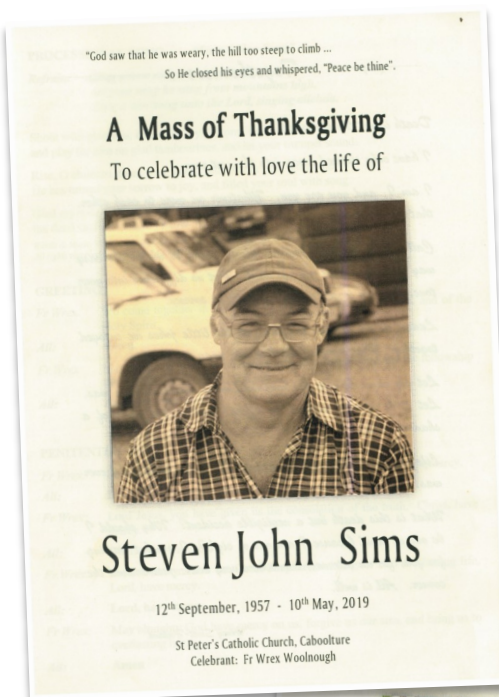
There were plenty of challenges for the site and the Greenmill. We had many chats after the dust and noise had settled – “You OK mate?” and vice versa. He was always looking out for his workmates. There were some tough times, but when you had teammates like Simsy watching out for you it made the hard yards a bit easier. It was not necessarily what was achieved but what we overcome that defined us and made us proud.

I recall a time when we had a massive tangle in one of our machines. There was timber going in every direction except the right way, it was stuck in chains, poking into walls. It was a giant game of pick up sticks!

I was standing there, staring, thinking, “What has happened? How are we going to sort this?”. In true fashion, Simsy appeared next to me. He had a stare, and turned to look at me and said, “Bugger, this is going to hurt, just another opportunity to show how great we are!” In that moment he brought some light to a time when it felt like the world was against us.

We are better people for having had you in our lives, and we will hold onto all the thoughts and memories you gave us. God bless you brother and RIP!

Greg Levinge



Steven John Sims. Steve. Old man winter. Grumpy old man.

These are some of the many names that he had. When we first met Steve in 2006 he was a quiet man with very few words—until a conversation about hunting, fishing or camping began, and then you would be lucky to get a word in. With his personality, Steve could be grumpy about anything and walk in and say “No, I am not grumpy with you, me bloody car is giving me troubles.” If it was a hot, steamy day with a mountain of sawdust or wood chip to move, you would hear Steve curse and swear under his breath. Then, a handful of sawdust in his or my boot would change it all—“Yeah it could be worse indeed,” he would say with a smirk on his face.

The crew in the Green Mill who were familiar with Steve knew of the ‘Simmsy stare’. You could ask any question and he would give you this blank stare. You never knew whether he was going to answer the question or ignore you completely—and then he would follow his stare with a long and involved answer that would more than answer the question.

Steve is surely missed by all on site, and we find it hard that he has now gone to a better place.

Rest In Peace, Old Mate

Dean Clinch

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Welcome to the AKD Team

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



AKILI MOISE
PRODUCTION
PORTLAND PINE



ANDREW McLAUGHLIN
STRUCTURAL ENGINEER
CABOOLTURE



ANTHONY ELLIOT
DRY MILL
COLAC



ASHELY O'BRIEN
MAINTENANCE
CABOOLTURE



BELINDA GARDINER
FORESTER
COLAC



BRETT LINDSAY
MAINTENANCE
JELFOR



BROCK JOHNSON
GREEN MILL
COLAC



CHANAKYA JAYASURIYA
IT BUSINESS ANALYST
COLAC



DODGE SELF
PRODUCTION
JELFOR



FAROOQ ABDULKADAR
DRY MILL
COLAC



HELEN FRANIA
DISPATCH
COLAC



JEANNETTE LINDSAY
PRODUCTION
JELFOR



MATTHEW DOHERTY
GREEN MILL
COLAC



NICHOLAS HERON
PRODUCTION
PORTLAND PINE



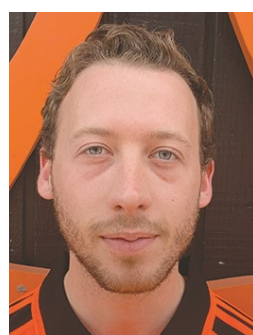
OLIVER CHITAMBO
PRODUCTION
PORTLAND PINE



RICK MORROW
DRY MILL
COLAC



SARAH BIDDLE
PRODUCTION
PORTLAND PINE



SIMEON OBORN
DRY MILL
COLAC



STEPHEN PETERS
PRODUCTION
PORTLAND PINE

AKD EMPLOYEE NEWSLETTER



Congratulations!

the following staff on reaching a milestone
this October-December 2019.

NAME	YRS	DEPT.	SITE
Mark Seabrook	5	DMA	COLAC
Joshua Sugar	5	DMA	COLAC
Peter Phillips	5	DMA	COLAC
Donald Macphail	5	RAM	CABOOLTURE
Kelvin Mooney	5	DMA	COLAC
Leon Cullen	5	TIG	GILMORE
James Garner	5	DMD	COLAC
Tyron Gorman	5	RAM	TUMUT
Benjamin Sturt	5	RAM	TUMUT
Gary Dolan	5	DIS	COLAC
Todd Dow	5	DMT	TUMUT
Jake Sutton	5	GMT	TUMUT
Richard Aitkens	10	DIS	BERKELEY VALE
Ryan Tilbrook	10	TIG	GILMORE
Graham Angus	10	IRA	COLAC
Jonathon Dare	10	R/M	COLAC
Darren Martin	10	KLN	CABOOLTURE
Anthony Dalrymple	15	H2F	YARRAM
Kevin Williams	15	SAL	CABOOLTURE
Liam Buchanan	15	SAL	COLAC
James Price	15	ADM	CABOOLTURE
Bruce Graham	20	DIS	TUMUT
Aaron Howard	20	DMD	COLAC
Geoffrey Tanis	25	MAP	SHELTONS
Warren Eyers	25	R/M	COLAC
Gregory Musson	30	RAM	TUMUT
Shane Stevens	30	DIS	TUMUT
Janice McDonald	40	ADM	TUMUT





THE S P L I N T E R

Lorem ipsum



On the 1st of November we recognized our first anniversary since the Tumut, Gilmore and Berkeley Vale teams joined our company and I would like to recognise the anniversary and their contribution to our new business.

I would like to recognize those who are celebrating significant service anniversaries, including Janice McDonald, Gregory Musson, Aneta Jorgenson and Geoff Tanis, thank you for your ongoing contribution.

Another year done; I would like to say summer is here for us Victorians "south of the border" but its been pretty cold so far. It's December and we still have the fire going at home! Whilst the weather patterns in New South Wales and Queensland have seen Bushfires and droughts, in south west Victoria we have had the wettest and coldest spring and start to summer in decades. Pretty much sums up a crazy year!

As far as years go, I would like to say its been fantastic, but I think we can all agree that we should put a bow around it, put it in a hole in the ground and move onto 2020. 2019 has been really tough with a soft Australian housing construction market, statistics suggest it reduced by 20% and in NSW by over 30%. The start of the year started slowly as the market was flush with inventory from imports, and the very sudden reduction in construction activity certainly caught our whole industry by surprise. We had a lot of customers who had yards and buildings full of stock. Therefore reducing our price at these times does not generate any additional demand all it does is destroy margin, potentially for the long term. So we hunkered down to ride it through.

The market conditions have affected everyone as our sales have been softer than predicted, which consequently meant we have had to take production time out. I appreciate this has disrupted lives and caused apprehension and uncertainty. I want to personally reassure you that we did not make those decisions lightly and I would like to thank you for your ongoing patience and understanding.

Our sales from June have steadily increased month on month and November has finished ahead of October and on forecast. So it does feel like glimpses of blue sky ahead. In fact November was a record month for volume for the group, we just need to get the average sales price back up! 2020 certainly looks like it will be a stronger year with a number of our customers more "positive" than they have been in 2019. It will be great to see our inventories come down and being in a position to push our mills hard again and push for price recovery.

During October I had the opportunity to visit the sites and give feedback from the company survey that most of you completed. I was looking forward to doing it, as I must admit I much prefer being out and about as compared to

being stuck behind my desk. But "far out" I was amazed at the welcome and level of engagement. The number of people who wanted to give me positive feedback about their site or AKD. Really great reminder about what makes you and our collective AKD team special.

I took everyone through the feedback we received and gave my personal commitment to a number of actions which we now have underway. One of the pieces of feedback was quality of communication. Hopefully you have seen the latest CEO update video which we hope to release in the months between splinter editions. The splinter I believe has also improved. I am always open to feedback if you have suggestions and I welcome questions for future videos.

In late 2017 my partner Keri was diagnosed with Breast Cancer and in September 2018 we lost Josephine Fletcher our Colac Finance manager to Breast Cancer. So this hideous disease is really personal to a lot of us.

The "Pink Up" cause was a last minute decision that we wanted to support. We hoped that we would sell maybe 50 t-shirts, but to sell over 400, and 300 shoe laces was amazing. We raised over \$11K for a great cause. I think 1-in-4 Australians are affected by breast cancer either directly or through a loved one, so it touches a lot of us. I was amazed how our customers got in behind us and really supported the cause wearing AKD pink shirts dual branded with their own logos. I am really proud to be part of an organization and part of a team where we are personally prepared to contribute to these meaningful causes. Much like Movember in November.

Which leads me to the fact that this is our Christmas Splinter and by the time you read this we should be in the final week or two of the year. I intend to spend the holidays with family beside a lake enjoying hopefully long hot summer days relaxing. I hope you get to do the same or similar.

Thanks to the maintenance teams for what you do through this time, as always we acknowledge your efforts to set us up for the New Year.

To everyone, please take care and be safe, and I look forward to working with you in 2020.

Shane Vicary
CEO

