

THE SPLINTER



AKD EMPLOYEE NEWSLETTER
EDITION 32
MARCH-APRIL 2020



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Yarram's new 'NAN'



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

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AKDSOFTWOODS

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#stayhome

- ☐ Prepare and submit outstanding tax returns
- ☐ Paint that room you meant to do **10** years ago
- ☐ Weed the lawn
- ☐ Tackle the tupperware cupboard
- ☐ Organise linen cupboard
- ☐ Check on your elderly neighbours
- ☐ Build a toilet paper fort
- ☐ Video call with family
- ☐ Exercise
- ☐ Dig out rose bushes
- ☐ Play backyard cricket with the kids
- ☐ Fix the broken front gate
- ☐ Clean out the gutters
- ☐ Update the photo albums



Checking in with yourself - how are you feeling?
Reach out to someone if you are feeling down.

AKD Health and Safety

with Toni Kirkup
National Health & Safety Manager



So, it's the 10th April 2020 as I am sitting here writing this Splinter article, exactly one month after being appointed as the Crisis Manager for the CoVid-19 pandemic (although, I must admit – it feels like we have been dealing with this for months) – what a challenging time this is for all of us.

I certainly haven't been trained or had experience in dealing with a crisis such as this, and boy has it tested me. The uncertainty and the lack of understanding about the disease is challenging, there is no textbook approach to reference or guide to help us through this situation.

**“IT IS IMPORTANT THAT
WE WORK THROUGH THIS
TOGETHER”**

The amount of information that was coming through initially was nothing short of overwhelming. 100's of emails & calls every day, information coming through from the news, on the radio and when I was at home and trying to have some 'down time', it was everywhere on social media. There was no escaping but we needed to keep abreast of what was going on, as the situation was changing by the hour (quite literally)! What I learnt very quickly (and my advice to you), get your information from trusted sources and ensure what you are reading is factual and up to date.

As you are aware, the World Health Organisation (WHO) declared COVID-19 as a pandemic and therefore AKD's highest priority was the health and wellbeing of our people, contractors, visitors and our communities as we commenced working on our CoVid-19 Prevention & Response strategies.

Whilst the situation regarding Coronavirus (COVID-19) continues to evolve, it is important that as a business, we apply common sense, factual information and a practical approach to CoVid-19.

We continue to plan for actions that can be taken right now, as well as possible actions that we may have to take into the future whilst creating a plan

to emerge from this situation even stronger.

We have, and will continue to take direction, advice and guidance from the Australian Government and the Department of Health.

This is certainly an unsettling time for everyone, from both a work perspective and the stresses this has created outside of work. Family members have lost jobs, kids are having to do school remotely, we can't see our loved ones and we can't do those things in life we love to do. We must remember, this won't last forever, and we need to do what's important to help slow the spread. With the restrictions currently in place, it shows that the curve is flattening, however we cannot afford to become complacent and we will not be lessening our high level of controls. There is still quite a while before we see things going 'back to normal'.

Keeping mentally healthy is so important right now, we may be physically disconnected, but that doesn't mean we can't keep socially connected with our family and friends.

It's natural to feel a range of emotions, such as stress, worry, anxiety, boredom, or low mood. Many people feel distressed by the constant news and overwhelming amount of information about the situation. Please, reach out if you are struggling. There are some great support services and information out there. Remember, you are not alone and there are people that can help!

As you would have seen in Shane's most recent video update, as a business, we have some tough times ahead of us. But it is important that we work through this together.

It's times like this that make me extremely proud to be part of AKD – everyone has adapted so well to the continual changes and the behaviours we are seeing across the sites shows just how seriously everyone is taking this – THANK YOU!

*Please keep safe,
keep healthy (physically & mentally),
be kind and stay strong!*



ACTIONS AKD HAS TAKEN

COMMUNICATION

Communication is critical during this uncertain time and we aim to keep our workforce well informed, through as many channels as possible.

Communication is only effective if it is read and understood. We encourage all employees to read and understand the information that is being communicated and if unsure, ask their Supervisor or Manager for further clarification.

The below are the current communication methods that have been adopted. These methods will continue to be used, updated and shared with our workforce as new or updated information is made available.

COMMUNICATION:

- Memorandums prepared and communicated for key changes
- Frequently Asked Questions to keep employees up to date
- Employee and Contractor/Visitor Protocols developed
- SMS reminders and updates sent out to all employees
- Video updates
- Posters displayed around the workplace to reinforce protocols
- Family Information Packs made available
- Screensavers, desktop images and email signatures implemented
- Utilising Social Media to enforce messaging
- Community communication via video and radio



SOCIAL DISTANCING

One sure way to slow the spread of coronavirus, is social distancing (also called physical distancing). The more space there is between individuals, the harder it is for the virus to spread.

Social distancing is critical as we attempt to 'flatten the curve'. Currently the direction is, stay at home unless you are:

- Going to work or education (if you are unable to work or learn at home)
- Shopping for essential supplies such as groceries and returning home without delay
- Going out for personal exercise in the neighbourhood, on your own or with one other
- Attending medical appointments or compassionate visits

SOCIAL DISTANCING:

- Encouraging and supporting employees to stay at home if unwell.
- Cancellation of all business-related travel, unless deemed as critical whereby CEO approval must be obtained.
- Limited contractors and visitors onto AKD sites – only business critical to attend sites
- Meetings and training to be done in much smaller groups (maintaining social distancing requirements) or where possible done via online tools such as MS Teams.
- Rotation of lunch breaks where possible and/or areas are clearly marked with number of people allowed within the space provided.
- Toolbox Talks conducted in open environment, over UHF radio or in small groups.
- Review of work areas and changes made to specific activities to allow the 1.5m separation.
- Limiting, tracking and recording intra-site movements.
- Work from home arrangements in place where possible.
- Changes to shifts, rosters, workspaces and operating procedures to support to facilitate physical distancing of people of 1.5m or more at all times.

HYGIENE

Everyone can help to slow the spread of CoVid-19 by washing their hands frequently, covering their coughs, putting tissues straight into a bin, avoiding touching their eyes, nose and mouth, cleaning regularly used objects and surfaces, and ventilating their home or workspace.

HYGIENE:

- Communication regarding hygiene practices.
- Posters prepared and displayed at all hand washing facilities – how to correctly wash hands.
- Provision of alcohol-based hand sanitiser at all entry points and common areas (note: due to shortage in supply, this has been challenging to continually maintain large quantities).
- Installation of additional handwash facilities located around the sites.
- Increased cleaning regime and cleaning supplies for:
 - Common areas
 - Machine consoles
 - Mobile Plant
 - Weighbridges etc
- Implementing online measures to limit paper-based processes and avoiding unnecessary contact points (delivery dockets, invoices, payroll information etc).
- Removal of gates and doors/handles to minimise contact points.
- Additional PPE being provided and used.



OTHER MEASURES IMPLEMENTED

- Flu vaccination program implemented earlier than past years (commenced 1st week of April).
- Temperature checks of employees at the commencement of their shift as an indicator. Employees sent home and requested to seek medical attention if indication of temperature.
- Employee Assistance Program available to the workforce (including via telephone).
- Communication and appropriate resource material / contact details to workforce regarding mental health issues provided.
- Employee contact details being updated.
- Tips and Handy hints information provided to those working from home, including a safety assessment and IT support.
- Investigation and contact with contractors with regards to what cleaning would be required should there be a confirmed case of CoVid-19.
- Initiated daily check in meetings – both at a site level and a national level.
- Immediate response document prepared, including letters to be provided to the employee regarding expectations during the period.
- Simulations of controlled plant shut downs at each site, in the event of a positive CoVid-19 case on that site.
- Response kits being prepared with appropriate cleaning products, equipment and PPE so that areas can be isolated and cleaned in the event of a suspected contamination.
- Tracking and monitoring of absenteeism.
- Development of CoVid-19 Management Plan underway.
- AKD precautionary isolation implemented – above government directive.
- Communications and reinforcement that safeguard measures are required when at work and when at home.
- Continual emphasis to ensure our teams keep focused on their day to day health and safety.
- Keeping abreast of updates as they are released and sharing of information amongst Industry Groups and other external stakeholders.



AROUND T

It was Monday the 9th March, after a weekend of constant media bombardment; we developed an unnerving feeling that our lives were about to change forever.

Citizens of the world are undoubtedly navigating tough and unprecedented times, as health concerns, lockdowns, isolation and the uncertainty of the future puts doubt in everyone's mind. Stories about Australian's buying up cleaning supplies to sell at a mark-up price or hoarding all the toilet paper had us losing faith in humanity and the Aussie way.

The initiatives AKD have implemented to ensure we protect ourselves, our families, our community and our business has drawn on the efforts of many people and to name them all ... is difficult and I am sure I will miss some. What cannot go unmentioned is the proactive and early response protocols from AKD employees to combat the spread of COVID_19. For me this is a clear demonstration that we truly care about each other and we believe in a zero harm workplace. A summary of the key elements that you and/or your teams have been engaged in from around the grounds of the AKD nation are:

EXTREME PERSONAL & PUBLIC HYGIENE

Hygiene is always an important part of our lives, the introduction of our increased levels of hand sanitiser at our sites is now a way of life; that is not likely to change. Extreme public and personal hygiene is our first line of defence.

A big shout out to Jelfor's Jeanette Lindsay (qualified boiler maker) who was tasked to design and install new holders for hand sanitiser bottles. These are now installed on the entrance point of the lunchroom, the time clock machine and at the entrance to the front Jelfor office.

With the scarcity of available hand sanitiser, the Tumut, Yarram and Colac teams installed additional hand wash facilities of soap and water. Whilst we focused on consistently washing our hands and staying away from work if we felt unwell, we also increased the level and type of cleaning we completed across the sites. This touch surface cleaning is an important action for our front line defences.

Colac have removed some gates and doors to ensure we do not create unnecessary surfaces for transfer. Caboolture are trialling some innovative devices for opening doors, instead of using hands you can use your foot on those doors that cannot be removed.

Our administration teams have been hard at work looking at the way we process accounts and operational transactions, the cross contamination risks of paper transfer.



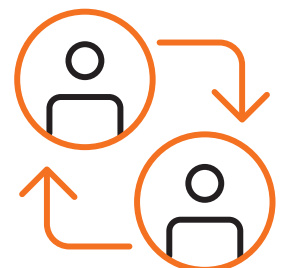
A HEALTHY OUTLOOK

When it feels like bad news is happening every day, it can be very difficult and challenging. For many of us, stress and anxiety are accompanied by a sense of losing control. With this global crisis, we realise we're all in it together. And we're in what's like a survival mode as a community and a business.

We see over and over again in Australia in tough times, whether it be floods, cyclones, drought or bushfires, whether it be national tragedies or whether it be like this, we come together.

Please ensure you reach out to access our Employee Assistance Program by notifying your supervisor as well as some tips below to support a healthy outlook:

1. **Compare your troubling thoughts with reality**
Be aware of how your thoughts are matching reality – and the reality of your family and friends. If thoughts about people in the news and the global pandemic are too much – practice limiting your thinking to people you know personally, rather than people you don't know.
2. **Focus your attention elsewhere**
Find calming activities and things to do that won't bring your thinking back to stressful events. Make a point of having conversations about other topics and consider making coronavirus "off-limits" for a while.
3. **Don't overwhelm yourself with news**
Try to limit the news you read or watch and make sure you're getting it from legit, science-based sources. You're unlikely to miss anything important, so it's okay not to spend a lot of time reading articles that say the same thing.



THE GROUNDS

SOCIAL DISTANCING & STAY AT HOME

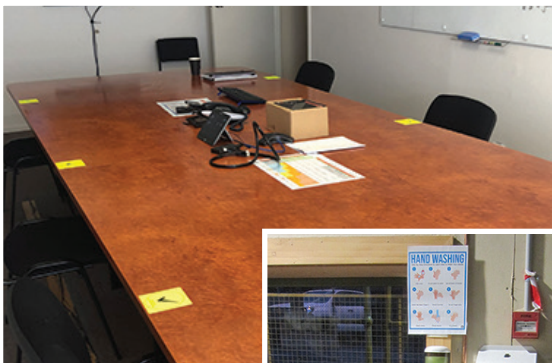
With cancelled organised sport, concerts and other mass gatherings; closed schools, libraries and playgrounds; the fabric of Australian society has rapidly changed. Now every 5 year old can tell you what social distancing means, and I expect the term to be added to the dictionary at some point.

A major challenge for some to believe and fully adopt protocols is the invisible, intangible nature of the spread of the virus. This can lead to some blasé in behaviours around lockdowns and social distancing protocols mainly because us human beings in general are much more responsive when there is immediate evidence of the outcome. But because there is such a long incubation period for COVID_19, and because many people are asymptomatic in the beginning, it's not until it's too late that people think, 'I ought to have isolated more.'

Time clocks and offices have a range of indicators including doors having maximum occupancy rates and floor markings to ensure we recognise, and we maintain a safe zone.

Remote working for those in the business that can has also been enacted as well as new shift configurations or even changes in start times. Contact tracing via sign in and out registers for departments as well as individual logbooks for contact have also been put into place to ensure we have rigid management practices in the event of a positive case.

Caboolture's flu shots were no different to lining up at Bunnings with scheduled times, one direction of flow, separation markers and a smile throughout the process of getting your jab! Unfortunately, unlike Bunning's there was no sausage sizzle to bide the time.



CO-ORDINATION & SYSTEMS

It is important we pause and reflect on the tireless and silent work that was commenced and continues at a national level in particular the efforts of our Health, Safety and Well Being Manager Toni Kirkup.

Toni created a national Crisis Management team to guide us into the covid maze back in the start of March when there was no isolation or social distancing measures in play. She has united the sites, charged us with actions and researched the relevant information that has allowed us to be week's ahead of regulator's instructions to ensure we reduce the risk of infection.

The Tumut crew also provided a Covid response kit that has all the necessary cleaning and shut down equipment to secure an area that has a potential positive case identified, all sites have now taken this onboard.

We are continually looking for more ways to improve so please ensure you raise any opportunities for us with HSR's or supervisors. Thank you, Toni and all the site teams, as it has been an exhausting but necessary phase in our journey.

It's timely to remember we are all currently experiencing something that we have never been a part of before and pray we never have to experience it again. We aren't going to pretend we have all the answers, firstly because it is changing daily and what helps one person, may not help the next. But remember sometimes just having a chat with a mate or a colleague could be the tension breaker that you may need.

What AKD and we as individuals are doing to protect ourselves, our families, our community and our business makes me proud to be a member of the orange army and an Australian.

We have a long way to go and many tough decisions and times ahead. Be kind to one another. Be understanding of your work mate's fears, regardless if you don't feel the same. Be safe and make informed decisions during this time, we will work our way to the other side. Things will look, feel and be different but we will get through this.

Greg Levinge - Caboolture Site Manager
on behalf of the AKD Site Managers



AKD'S BUSHFIR

TUMUT

The Dunns Road fire started on the 28th of December 2019, when lightning struck in private pine plantation to the west of Adelong and continued to wreak havoc for 50 days. By the 31st of January it had burnt through 333,941 hectares.

In the Snowy Valleys, the fire destroyed 182 houses and damaged 44 more, destroyed 46 facilities and damaged 29 more and destroyed 587 outbuildings and damaged 170 more.

On the 15th of February 2020, the Dunns Road fire was officially declared OUT.



Andrew Hockey

BATLOW RFS

I have worked at AKD Tumut as a shift Electrician for the past 3.5 years and live in Batlow with my partner and 3 daughters. I have been involved with the RFS for around 20 years with both the Adelong and Batlow brigades and held the position of Deputy Captain in Adelong before transferring to Batlow.

On Monday the 30th of December, with worsening weather conditions, various brigades including Batlow were sent to the top of the Yavern Creek valley. Around lunch time, the fire broke containment lines and raced up through further pine plantations, Kunama, Willigobung, Tumbarumba and beyond.

The fire raged for over 100km in that one day alone. We worked well into the night before being relieved in the early hours. Our crew worked through the next few nights mopping up, further strengthening containment lines and attending call outs.

Saturday the 4th of January was forecasted to be horrendous fire conditions and various organisations claimed that Batlow

was "undefendable". I had told my partner and children to leave on the Friday and head to Wagga which they did, but they returned on Saturday morning to collect a few more things. The day started out ok but after 12pm things took a turn for the worse. I told my family they had 15 minutes to get out and if it had of been another half hour later, they wouldn't have been able to leave town.

Batlow was hit with 3 fronts of fire. The first topped the ridge and raced through the northern outskirts of town, crowning through the tops of the ash and gum trees, ripping through apple orchards and farmland down "The 5 Mile" towards Wondalga. Spot fires were starting several kilometres in front of the main fire front.

"EVEN BRIGADE MEMBERS WITH NEARLY 50 YEARS OF SERVICE HADN'T SEEN ANYTHING LIKE IT AND HOPEFULLY NEVER WILL AGAIN."

The second fire front roared around the northern side of the hill that shadows the township, my house is on this side of town. The only thing we could do was property protection because you can't put something like that out. The third wave raced around the southern side of the hill through Kunama (for a second time) and joined up on the eastern side of town.

By 2am when we finally got some respite, the fire had reached the Kosciusko National Park and the whole area was red with stands of

timber and buildings still burning as far as the eye could see.

The following week was callout after callout as flareups occurred with every change of wind direction. I even had one in my front garden, a couple of metres from the house 2 nights in a row while I was asleep! I awoke to the sound of bushes burning the first night and a neighbour (fellow RFS member) who was banging on my window the second night. We fought the fire around Batlow and surrounds for 13 days straight as well as numerous callouts in the coming weeks.

Almost every house in Batlow had a burnt patch or some damage in the yard from the embers. We were lucky as it only burnt up to the side of our house and we lost the front fence but there were 2 houses on the top side of our street that had burnt to the ground.

This fire was the biggest, nastiest and scariest fire that I have ever witnessed, not that we had time to be scared. Even brigade members with nearly 50 years of service hadn't seen anything like it and hopefully never will again.

It took a mammoth effort from the local RFS, strike teams from across the state and interstate, international firefighters - sadly with the loss of 3 brave men from the US in the water bomber crash south of Canberra, and from the members of the "Mosquito Squadron" with their 1000L water pods on utes and trailers, mopping up spot fires throughout the town. Without all of them, more homes and businesses would have been lost and the "undefendable" town of Batlow would not have been DEFENDED.

E VOLUNTEERS

TUMUT

Greg Musson

WONDALGA RFS

We were called out to the Dunns Road fire at Ellerslie to monitor the fire and on property protection in the Sharps Creek and Yavern Creek areas.

We were then called out to Wondalga Road, Batlow Road and Old Tumbarumba Road performing welfare checks prior to Saturday the 4th of January which involved checking peoples fire plans and giving advice on evacuation routes and centres, care of animals and what the RFS could do for them including making people aware of their low numbers and the possibility of there not being a tanker available when needed.



Matt Hardwick

ADELONG RFS

We were called out on New Year's Eve to the Yavern Creek/ Ellerslie/Darlow area (not far from where the fire started at Dunns Road). From that day onward, I spent up until the 17th of January assisting with the fires with two days of rest in between.

I went from the Yavern Creek area to Old Tumbarumba Road/ Sharps Creek (edge of Green Hill Pine Plantation), to the Snowy Mountains Highway, back to Old Tumbarumba Road/Batlow and on Saturday the 4th of December I was on town protection in Adelong which was topped off by a truck fire in front of the service station that night. I spent 5 days mopping up blacking out around Adelong, Bangadang, Sandy Gully, Yavern Creek and the Snowy Mountains Highway and then the fire took a big run at Westwood at 8pm on the 10th of January – it was a big day and long night. I spent some more time mopping up blacking out and spent my last 3 days standing by and blacking out.



Matt Flenley

BATLOW RESIDENT

On the 30th of December I noticed that the Dunns Road fire was beginning to be a threat so I decided then to prepare, stay and fight if needed. It was a long night as it tore right through to Tumbarumba. During the following week the RFS at the Batlow town meetings constantly warned us that the fire could turn at any minute and to leave now otherwise it will be too late, the fire is too big and to not expect anyone to come and fight.

The fire broke containment lines on Saturday the 4th of January at about 1:30pm on Old Tumbarumba Rd and proceeded to move around to the north of Batlow and within 30 minutes the Batlow road to Tumut was closed and the fire was heading to the top end of Gilmore Valley and onto Bowering Dam. The fire was also heading around to the south of Batlow and onto the Snubba Range. This was when the ember attacks started.

A spot fire had started down the hill from home, so my neighbours and I proceeded to protect the property in danger with the RFS.

Once controlled, I proceeded back home to find another fire had started further around the hill and closer to home so I decided to attack that one, as others had moved onto other properties to defend. After stopping that one we then proceeded to patrol my property as well as neighbours' properties, monitoring burning logs and looking out for other hot spots. We had to stop a few more and protect a couple of properties from small fires before they took off. By 3am it had quietened off enough for sleep.

The following week, we patrolled the local area for fires and monitored burning timber. My home is run off solar and I have phone reception coming from Tumut, so we found it to be a good base to sleep and work from with the neighbours and other locals until power and phone services were restored. I offered my generator to the Batlow Hotel to keep the beers cold, which they did, and then once power was on in town, I moved the generator to another local family who still didn't have power out of town.

AKD'S BUSHFIR

TUMUT



Paul Nowlan

TUMUT HIGHLANDS RFS

We were first called out to a car fire behind Tumut in the Common bush area. The following week we were called out to the Dunns Road fire and on the weekend that followed, we were called out to protect a property in the Yavern Creek area.

We were then called out to Old Tumbarumba Road to black out, had a couple of days rest and then headed out to the fire in the Gilmore Valley. Three days later we were called out to the Blowering Dam area to blacken out.



Rodney Sutton

LACMALAC RFS

We were called out to a fire in the Common bush area behind Tumut where a car had been stolen and set on fire, consequently setting the surrounding bush alight. We were on night shift putting in a back burn and then blacking out early the next morning.

We were then called out to the Dunns Road fire, on the boundary of private property and the Forestry on Old Tumbarumba Road and then to Goobragandra on property protection, followed by a call-out to Adelong and then sent to Back Arragons Trail on property protection.



Sharon Musson

WONDALGA RESIDENT

I went to Sharps Creek RFS Communication Station to assist. The day started well, very busy with fire trucks and helicopters dropping into the site. We had warnings of the change in weather conditions but the force of the wind when it went through was unbelievable. Our tent shelter for the communication set

up was blowing away. As we packed up the equipment, we could see the fire roaring up the nearby hills, so I went to stay with friends and was relieved when Greg Musson arrived at their house at 3am. He had been out attending the fire for 20 hours that day. My thanks to you all.



Steven Goode

SES

From 30th December until 16th January we were filling aeroplanes with water and gel mix with the occasional fill of retardant. We also ensured that pilots had plenty of water and food to keep the planes going.

We would start at 9:30am and work through until 8:30pm every day, filling three planes one day to five planes the next. It would take roughly 20 minutes to fill from when the

plane landed to take off would take between 2,300 to 3,000 litres per fill. We also loaded vehicles with pallets of foam to go to areas such as Tumbarumba, Batlow, Gilmore, Adelong, Talbingo and Tumut.

In just over two weeks we had loaded 640,000 litres of water and 8,000 litres of gel mixed in the water. The days were long and the rest in between planes was short.

E VOLUNTEERS

YARRAM



Warren Dehommel

CAPTAIN OF CARRAJUNG CFA

Warren has been employed at Yarram mill since October 2006. Prior to that he worked for the forestry in the Mirboo North area as a front line fire fighter. Warren is married to Karen they have lived at Carrajung for 19 years. They have three children and four grandchildren.

Warren joined the CFA in the Carrajung brigade 11 years ago and is now the Captain of the Brigade. He is a strike team crew leader and trainer, responsible for his team and takes pride in his role. Warren was called out on the strike team over the Christmas period and was allocated to the Bruthen area in East Gippsland, during a tough period in extremely difficult conditions. Many properties were burnt out in this catastrophic fire.

In the last couple of weeks, Warren was asked to join a strike crew to help out on the border of Victoria and NSW. They drove to Sale and flew out from West Sale aerodrome on a five seater aeroplane. They were to fly into Bombala but couldn't land due to the conditions, so they flew onto Delegate. Again, they couldn't land due to the conditions. The team ended up flying through to Cooma in NSW and had to catch a bus to Jindabyne. There they were given a fire truck and sent to Bendoc to do asset protection of a \$100 million dollar pine plantation bordering the Bondi state forest.

Their mission was to backburn along a fire break between the state forest and the plantation. There were many spot over fires in the plantation which were put out by his team. They were on a 1st response for spot over fires, so Warren's crew was first on the scene in some horrendous conditions. Warren was responsible for his crew and several times had them all get back into the truck to escape the thick air just to be able to catch their breath.

Each day on the fire line they all had to pack up and carry their kit bags on the back of the truck. The packs ended up with holes all through them due to the extreme ember attack. The noise of the conditions were so extreme that communication with the crew was only by hand signals and whistles. The

task was hot, fast, dirty, dusty, noisy and smoky, with a lot of pressure to ensure everyone's safety. There was an ambulance on standby in the area at all times. Warren's team worked with many different crews from all over including the crews flown in from Canada. All the help was so greatly appreciated.

**“ I DO THIS BECAUSE
I JUST WANT
TO HELP ”**

They spent 12 hours a day on the fire line, then travelled 150 kilometres back to camp at Cann River, approximately two hours away, driving in very smoky, dark and difficult terrain, at times not being able to see more than 10 metres ahead.

Warren was pleased to be able to help out, the volunteers are extremely important in these situations. Warren's experience of the bushfires highlights the need for early response as fires can escalate so quickly in those conditions and then can be very difficult and dangerous to contain.

Warren spent four very long days helping out, and in his words, "I do this because I just want to help."

Thank you Warren!

“ AKD management and staff made their support for the community, those directly affected and the many volunteers obvious during the testing times we all endured over the Christmas break 2019-2020. It is this attitude that encourages us to be community volunteers in many different forms and adds to our experience as workers at AKD. The text messages, news articles and person to person offers of assistance all lifted us during that time. Thank you AKD. ”

ON BEHALF OF ALL OF US: THE VOLUNTEERS

COVID-19 KEY POINTS

STAY CONNECTED



PICK UP THE PHONE AND TALK



FOLLOW THE FACTS



REACH OUT TO OTHERS

NEW SOCIAL DISTANCING



SHOPPING



EXERCISE



MEDICAL



WORK

MENTALLY HEALTHY



SEEK SUPPORT



TAKE A BREAK



KEEP ACTIVE



CREATE A NEW ROUTINE



BE KIND TO EACH OTHER

RESOURCES



| | |
|---|---|
| Department of Health | https://www.health.gov.au/ |
| World Health Organisation (WHO) | https://www.who.int/ |
| Australian Government Coronavirus App (just released) | https://www.australia.gov.au/ |
| Coronavirus Helpline | 1800 020 080 |
| Head to Health | https://headtohealth.gov.au/ |
| Employee Assistance Program (EAP) | Talk to your Supervisor / Manager for specific area details |

SIMPLE WAYS TO SAVE MONEY

01

MAKE A BUDGET AND STICK TO IT

If you're spending more than you earn, ask yourself what you could cut out or cut back. At the heart of any savings plan is a budget. Budgeting helps you prioritise your spending and find a balance between spending and saving across a whole year. By checking your credit card statements, bills, banks statements and receipts, you can work out all your regular expenses, such as your rent or home loan, transport, insurance and electricity.

02

TRACK YOUR SPENDING

We can fall into the trap of thinking spending on big things is what gets us into trouble, when often it's the little things that end up costing us more. That's why it's important to keep track of your day-to-day spending, so you don't live beyond your means. Your bank statement will tell you how much money is going into your bank account and how much is going out. You can then compare it with your budget to see whether you're sticking to it or not. You can then identify areas where you can save.

03

PAY OFF YOUR CREDIT CARD

Paying your credit card in full and on time is the best way to avoid interest charges and late-payment fees. To avoid missing your repayments, set up a direct debit payment. You should pay more than the minimum required, otherwise you'll end up paying lots more in interest. If you can't be trusted with a credit card, take a leaf out of your grandparents' book: "No credit, no EFTPOS. Simply withdraw the cash you need for the week and make it last."

04

SMOOTH YOUR BILLS

'Bill smoothing' is a payment system offered by utility providers (electricity, gas, water) whereby you pay them fortnightly or monthly, instead of having to pay the whole bill in one go. It protects people on tight budgets from bill shock and having to go into debt and potentially pay interest.

05

FOCUS ON RECURRING EXPENSES

While every little bit helps, it's your large, recurring expenses that provide the most fertile ground for boosting your savings. Go over your bank statements and look at all the things you have spent money on over the past year, then see how much money you can save on them by, for example, refinancing your home loan, comparing insurance providers and other services. Spend a day going over it all and you can save thousands.

06

CONTROL YOUR IMPULSES

Credit cards, ATMs and online shopping make it easier than ever to spend money. Especially on things we want rather than need; the extent to which we succumb to temptation typically boils down to our willpower. Studies have shown that self-control is a bit like a muscle that tires out with use. If you see something you want, wait at least a day before you buy it – 30 days if it's a non-necessary big purchase. You might find the urge passes.

07

OPEN A SAVINGS ACCOUNT

By restricting access to your money, savings accounts can give you a higher interest rate than a basic transaction account. Savings accounts are somewhere you can put some or all of your discretionary income – the amount left over after paying for personal necessities and tax – and any windfalls (e.g. tax refund). You can ward off the temptation to spend this discretionary money by setting up automatic, scheduled transfers from your main account (transaction account) to your savings account.

08

PLAN YOUR MEALS

If you know what you're eating for the week and have shopped accordingly, there'll be no need for random visits to the supermarket. Extra visits result in you spending more money and even wasting food. It will be even easier for you to stay within budget by buying all of your staple items at lower-priced stores.

IF YOU ARE IN TIMES OF FINANCIAL HARDSHIP, SEEK PROFESSIONAL ADVICE EARLY

Clearwater Tethered Harvesting

with Jo Foster
Harvesting Manager



Clearwater Logging and Transport Pty Ltd purchased the Timberpro Feller Buncher TL755D known as 'The Pink Lady' and the Komatsu Tractionline with EMS cable system from Komatsu Forest Pty Ltd back in October 2019. With not much change out of 2 million dollars this is a big investment made by a local harvesting company.

The Pink Lady was Australia's first pink feller buncher which was purchased in honour of Mick Fenn's mother, Norma Fenn, who sadly passed away due to breast cancer back in 2016.

Tethered or winch assisted machines are used on steep slopes where conventional harvesting is unsafe. The tethered system also eliminates the need to use hand fallers which were typically used on steeper slopes in some areas. Tethered systems are used in many countries including New Zealand, Australia, Canada and the USA.

The Feller buncher is tethered via two cables approximately 400 metres long to the tractionline. The tractionline remains stationary at the top of the ridge whilst the feller buncher moves up and down the slope safely attached. The operating systems of the machines are connected wirelessly to enable the one operator to have full control and cameras for clear vision of the cables at all times.

The two Clearwater machines will be mostly used locally in the Otways for AKD, HVP and Midway.

Recently the tether system has harvested a difficult area at our Hallifax 1 plantation near Lavers Hill. Due to the short window that harvesting can occur in the Otways during summer, the tether system has many years of harvesting in front of it.



GMC Pack Spreading

with Tristan Bellears
*Continuous Improvement
Projects*



After the successful introduction of pack spreading at Irrewarra in 2018, we wanted to do the same in the Colac greenmill. This will reduce the amount of broken fillet sticks due to movement in the storage yard and gives better pack presentation.

There had previously been some ideas for pack spreading and some initial design work done on upgrades to the stacker operation.

Due to the Colac stacker and stick system design, the pack spreading design was a bit more difficult than the Irrewarra solution.

After approaching a few suppliers for a pack spreading and stacker upgrade solution, pacific Eng. was chosen as the best fit for the GMC stacker.

The beam that houses the pack spreading equipment was integrated into the existing stick placing system.

The work at the stacker also incorporated some upgrade work to the stacker tynes to allow for precise control, retractable rake offs and hook stops to increase the efficiency of stacking.



Work took place over the long weekend around Melbourne Cup and at the Christmas shut.

Most mechanical equipment including the spreading beam and drive, stacking tyne lift shaft and rollers, new hook stops, new retractable rake off and air supply was installed over the Melbourne Cup long weekend, with only the spreading tynes and spreading side rake off left out. The main goal over the long weekend as to get the equipment in place and commission to



ensure that the stacker was operating for production which was achieved.

There was some work done on controls to the stacking side at this point to improve the handling of the stacker between Melbourne Cup and Christmas.

Over the Christmas break the pacific guys came back to site to finish the install and commission the pack spreading side of the installation with AKD staff.

With the pack spreading up and running and the improved control over the stacking, this will greatly improve the lifecycle of the fillet sticks and reduce the interventions at the stacker due to damaged sticks and pieces falling from the tynes due to the improved control.

Thanks to AKD electrical dept, Colac greenmill staff, especially the guys at the stacker, AKD Maint dept and Pacific eng for all the efforts, support and patience on this project.

A visit from the Easter



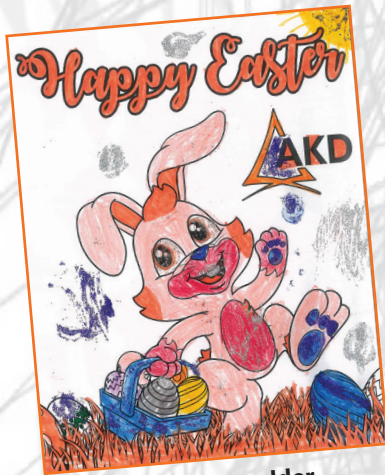
Bunny in Caboolture



AKD EASTER COLOURING-IN COMPETITION



Gracie Lawson
aged 9 - Caboolture



Violet Ohrwalder
aged 7 - Colac



Abigail Forsyth
aged 5 - Tumut



Anastasia Whelan
aged 4 - Yarram



Keigan Sutton
aged 11 - Tumut



Eric Clinch
aged 4 - Caboolture



Kaylen Osborne
aged 8 - Colac

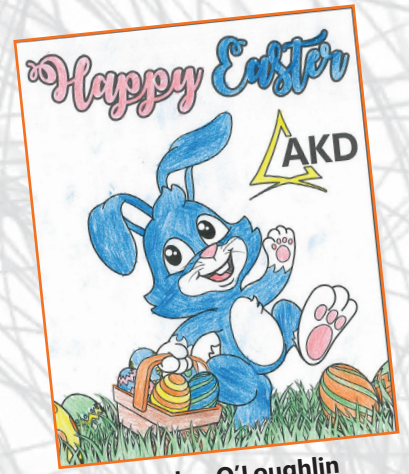
Just some of the
fantastic entries



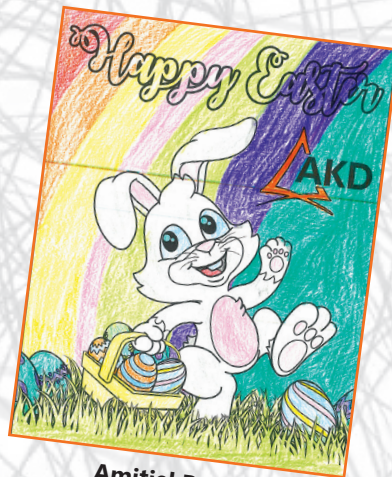
Tyler Young
aged 8 - Yarram



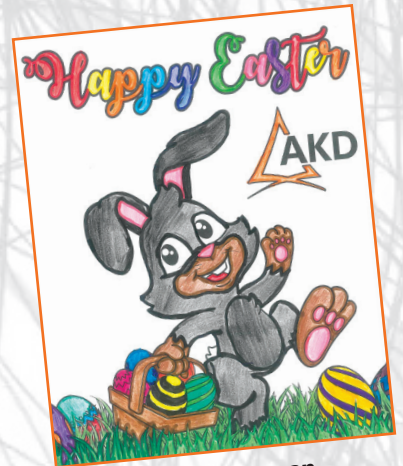
George Kruss
aged 5 - Colac



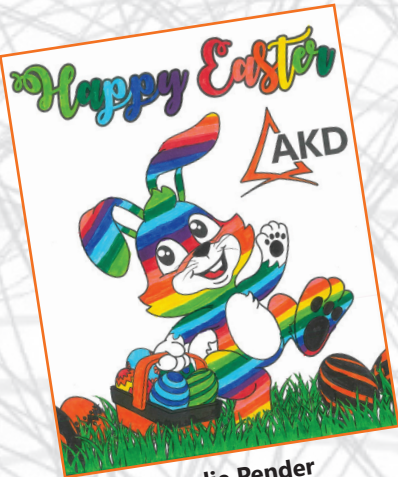
Hayden O'Loughlin
aged 9 - Caboolture



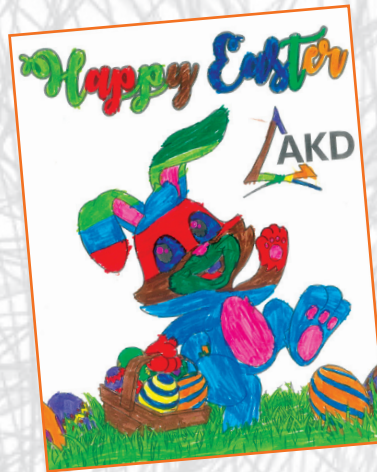
Amitiel Booby
aged 10 - Tumut



Haylee Norman
aged 15 - Colac



Brodie Pender
aged 12 - Colac



Levi Young
aged 8 - Yarram



Chloe Lawson
aged 10 - Caboolture



Amity Levinge
aged 12 - Caboolture

**Thank you to all
that participated**

Yarram's new 'NAN' Bel Baird

Bel started working at the Yarram mill in November 2016, she is always keen to learn and has completed her Boiler Ticket, Loader Ticket, Confined Space and Forklift operation. At present, Bel is our Shed One forklift operator – she loves this position and takes pride in being an organised operator.

Bel grew up in Guilford NSW and has three sisters who all live in Queensland, she keeps in contact regularly. Bel has four daughters, Jay-Le, Brandi, Felicity (Flick) and Jaimee and she just loves kids and helping. Bel also fosters two more teenage girls, Jasmin (Jazzy) & Tayissa.

In addition to her hobbies of fishing, op- shopping, antiques and gardening, Bel loves being a Mum and the company of the kids. She loves guiding them through life, but does find the scariest thing is teaching them to drive!

Recently Jay-Le has blessed Belinda with a beautiful granddaughter 'Maia' born on the 02/02/2020, the delighted Nan, expressed the best thing about being a Nan is the precious calm and cuddles of her granddaughter.

If she were to offer words of advice to her children and grandchildren, it would be:

"Think before you leap" and "For every bad thing that happens in life, something good comes from it".

Bel would like her children and grandchildren to live in a world of no more wars, fighting or greed – she would wish for a world of calmness and love.



30 Bruce 'Neddy' Quickenstedt YEARS AT COLAC

Congratulations Neddy on the fantastic achievement of clocking up 30 years of service at the AKD Colac Drymill.

Neddy commenced with AKD back in 1990 when the Drymill was located on the West side of Forest Street where our Finger jointing operation is now. His roles during this time included running the band resaw, operating the manual docker, forklift operations and visual grading in the current Drymill for 16 years before the automated grading system was installed. Ned has done a tremendous job transitioning from a role stationed in a position for that amount of time to becoming a multi skilled employee within the Drymill.

Neddy has seen a lot of changes at AKD since he started and says that Health and Safety has been the biggest area of change. *"When I started they gave us a pair of boots, a Bluey jacket, showed us where we were working and told us to get into it"*

Ned has been married to wife Marg for 37 years and together they have two children, Kane and Emma, and two lovely grandchildren, Jaxon and Imogen, who they love spending time with. (And handing back at the end of the day)

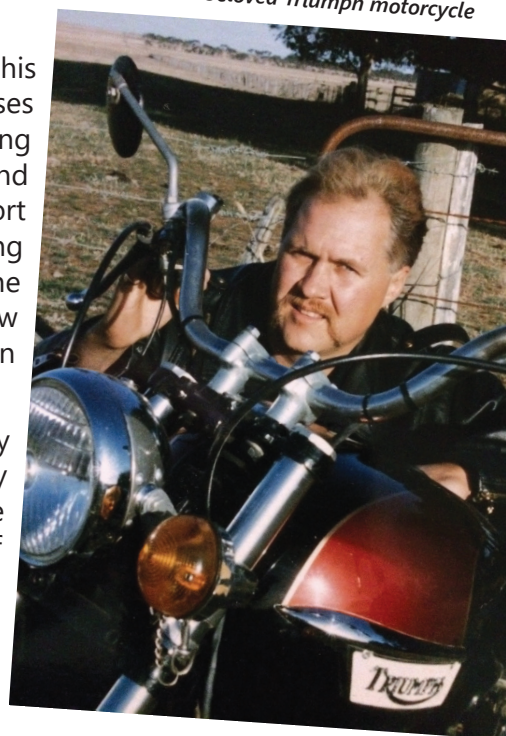
In his spare time Neddy and his wife have enjoyed several cruises covering off several places including Tasmania, New Zealand and around the Australian coastline to Port Lincoln. They also enjoy holidaying on the Murray river chasing the elusive cod while enjoying a few relaxing drinks (Captain Morgan and coke).

Ned also keeps himself busy maintaining his 18 acre property on the outskirts of Colac where he and his wife run a small herd of Beef cattle.

Great effort Neddy, well done and all the best for the future to you and your family.



A blast from the past Neddy on his beloved Triumph motorcycle



Bruce's son Kane's wedding to Hayley, wife Marg, daughter Emma and husband Pat and their two children Imogen and Jaxon.



**AKD welcomed these new employees in March and April 2020
to make them feel welcome and**

**Welcome to
the TEAM**



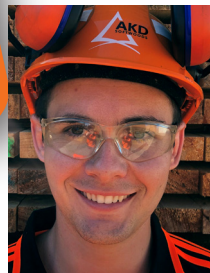
AIDEN LEAKE
OPERATOR
TUMUT



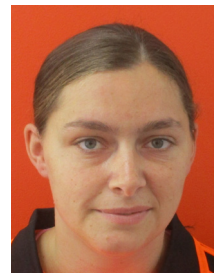
ALDRIN GASLANG
DRY MILL
COLAC



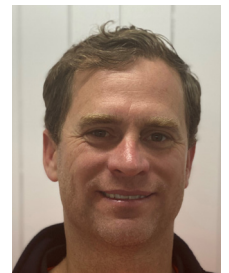
ALISTER STOTT
DRY MILL
COLAC



CAYDEN RAWLINS
GREENMILL
CABOOLTURE



CHANTELLE WINTERS
OPERATOR
GILMORE



CHARLES HENNESSY
DISPATCH & LOGISTICS
MANAGER - COLAC



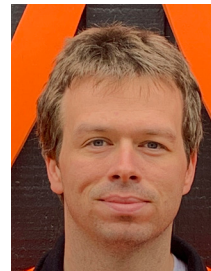
DEMI-LEE HALLETT
EWP
COLAC



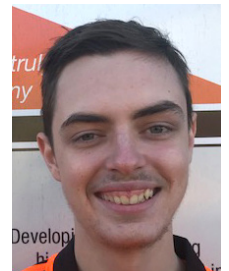
DJUMA ADRIEN
MILL HAND
PORTLAND PINE



HAYDEN JONES
MILL HAND
PORTLAND PINE



JASON MITCHELL
DRY MILL
COLAC



JESSE BARROW
DRYMILL
CABOOLTURE



JOSIAH VAN NIEKERK
DRY MILL - COLAC



KANGIMO MASTAKY
MILL HAND
PORTLAND PINE



MATT BRITT
OPERATOR
TUMUT



MUHSIN KIZHISSEERI
DRY MILL
COLAC



NATHAN WALKER
DRY MILL
COLAC



ROBERT SCHUITMAN
GREEN MILL
COLAC



SAMANTHA HEIT
DRYMILL
CABOOLTURE



SCOTT WILSON
OPERATOR
TUMUT



STEPHEN LONGOBARDI
OPERATOR - TUMUT

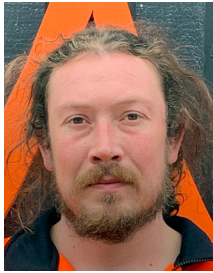


THERESA SELZER
DRY MILL
YARRAM

and encourages everyone
work together to keep them safe.



ANTHONY BLAND
GREEN MILL
YARRAM



BRAD MASON
DRY MILL
COLAC



BRAYDEN BASSHAM
MILL HAND
PORTLAND PINE



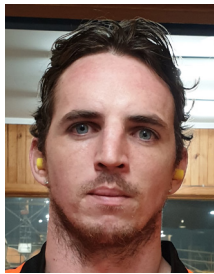
CRYSTALL MARTIN
MILL HAND
YARRAM



DAVID PIPER
OPERATOR
TUMUT



DELANIE VARRICCHIO
DRY MILL
COLAC



JOHN HEIST
OPERATOR
TUMUT



JOHN TITO
DRY MILL
COLAC



JOSHUA COON
GREENMILL
CABOOLTURE



NIKITA DOWELL
MILL HAND
YARRAM



OLIVIA DESON
GREEN MILL
COLAC



PETER ROBINSON
DRY MILL
COLAC



TREVOR ALLEN
GREENMILL
CABOOLTURE



VICTORIA HALL
H2F
CABOOLTURE



WAYNE BROWN
ELECTRICIAN
YARRAM

HAPPY ANNIVERSARY

| NAME | YRS | DEPT. | SITE |
|----------------------|-----|-------|------|
| Glen Lewis | 25 | KLN | CAB |
| Michael Cassidy | 25 | RAM | CAB |
| Terrence Machell | 25 | RMG | GIL |
| Glenn Lacny | 20 | R/M | COL |
| Jason French | 20 | DMT | TUM |
| Adam Scandolera | 15 | CLE | COL |
| Brett McNally | 15 | GMT | TUM |
| David Hewitt | 15 | SAL | CAB |
| Jason Lawrence | 15 | DMT | TUM |
| Michael Walsh | 15 | DMT | TUM |
| Raymond Tisdell | 15 | ADM | BV |
| Shane Norman | 15 | KIL | COL |
| Trevor Riddle | 15 | SAL | BV |
| Andrew Cuthbertson | 10 | R/M | COL |
| Daniel Booby | 10 | DMT | TUM |
| George Van Den Brink | 10 | GMD | COL |
| Graham Mutch | 10 | POS | PPP |
| John Stephens | 10 | DMD | COL |
| Jonathan Hill | 10 | SAL | COL |
| Laurence Kyne | 10 | ADM | YAR |
| Steven Mitchell | 10 | CLE | IRRE |
| Clint Bourguignon | 5 | DIS | COL |
| Connor Dolan | 5 | EWP | COL |
| Dylan Flanigan | 5 | SAL | COL |
| James Ryan | 5 | R/M | COL |
| Lee Travis | 5 | GMA | COL |
| Luke Day | 5 | GMD | COL |
| Luke Turner | 5 | FOR | COL |
| Melissa Schultz | 5 | FOR | COL |
| Philip Wilson | 5 | R/M | COL |
| Warren Tawhiao | 5 | DMD | COL |

The Wrap-Up



At the start of the year I thought the bushfires and resulting impact on Tumut would be one of the single biggest issues that I would face in my career. I was concerned about our employees in Tumut, the impact on their community and how as an organisation we would face the challenge that had been created. At the time I was literally awestruck by the magnitude of the destruction but equally by the stoic resilience of our people.

However, in March, our world changed again as it did for everyone with the coronavirus pandemic. The virus or the disease COVID-19 has certainly presented a new and unique situation that we certainly had never experienced or had prepared for. Our immediate focus went to how could we provide a safe work environment and what would we do if an employee contracted the virus. We also turned our focus to our markets and customers and what would we see happen.

Like our reaction to the fires, I am extremely impressed and proud of how our team has reacted and come together. As an organisation, I believe we have led the way in our industry as to our site measures, and I believe we have been leaders in our communities as well. AKD employees should be very proud of how we have had no positive cases and how we have worked together to keep each other safe. Much like the fires, its our ability to look at the challenge and just get on with the job. I would love to recognise all the individuals who have stepped up, who have led, or who have gone the extra mile. But as far as I can tell, it's everyone. You all deserve to be recognised!

I do want to acknowledge Toni Kirkup, as our National Health and Safety Manager she took on the role of Crisis Manager and had to deal with an extraordinary amount of pressure. Toni provided real leadership to our organisation helping us manage our way through this extraordinary time. I know that Toni has had many sleepless nights worrying about you as

individuals and how best to provide a safe workplace for everyone.

As I write this note to you, I am thinking of what message do I want you to be thinking about. In light of our market dynamic and the video updates we have provided you, you know we face what we believe to be a seriously declining market. The rationale for this belief is the significant increase in unemployment and the significant decrease in population growth with no immigration. We believe the levels of construction activity in Australia will seriously decline unless the government intervenes. So, we are preparing our business for this change. These changes are not going to be popular; they will be uncomfortable, and they will affect everyone. They started with the one week shut from the 27th April for Irrewarra, Colac, Oberon and Caboolture.

Once again, I need to be encouraging you to look to yourself and to your workmates. We will get through this, but to do so we will require leadership, teamwork and sacrifice.

On Anzac Day, I watched a TV program on Kokoda, and it brought back memories of my experience last year. It made me think of the four pillars at the Isurava War Memorial and to the Australian diggers who fought in that brutal campaign. Our lives are not at risk, but I think we can draw on the comparison and recognise some of the traits that we are going to need - ***Courage, Mateship, Sacrifice and Endurance.***

I think the next few months are going to be difficult, and we need to rely on each other. I think there is fifth pillar and that is leadership. We need everyone to be a leader and to stand up.

I don't need to describe why the four pillars matter; you can interpret them to your own situation.

We are in this together.

Shane Vicary
CEO

