THE SPLINTER

Mick Hudson (left) and Wayne Fletcher (right)

AKD

AKD EMPLOYEE NEWSLETTER
EDITION 34
JULY-AUGUST 2020

THINK WORK SAFE BE TOWARDS ZERO

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Welcome to the Team

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

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AKD Health

So in the last Splinter edition, I wrote about the need to get 'Back to Basics'. When it comes to Health & Safety there are some fundamental items that just need to be applied, and to be honest, looking over our performance since the last Splinter – it is very clear that we haven't got the basics fully embedded yet and poor choices and behaviours are a large contributor.

Yes, there has been so much disruption and uncertainty this year with the bushfires, CoVid and the Caboolture Fuel Shed fire – but we can't get distracted by this and we can't use this as an excuse to drop our day-to-day standards. If anything, this is when we should really be focused on getting the basics right.

- **Communication around Health & Safety** (this needs to be two ways – receiving information and providing information). Are we communicating enough as a business AND are you communicating back to us as a business with concerns, improvements & suggestions?
- **Following procedures** – they are in place for a reason, they need to be known and adhered to.
- **SLAM's, JSA's & Permits** – completing these is not 'if you want to', they must be completed for certain activities.
- **PPE** – not a choice, it is a site requirement.

I am personally disappointed every time I see an incident report come through that involves an injury – as a business we are required to provide a safe workplace; yes this is a legal requirement – but this is not what drives us – we genuinely do not want people to be injured in our business.

As a business, we can provide a safe workplace, we can have procedures in place, we can continually improve our processes - BUT if people make a choice to not follow the procedures or make a choice to take a short cut, or make a choice not to isolate – disciplinary action will be taken - unsafe behaviours will not be tolerated.

Being responsible for our own safety and choices we make is critical to improving.

Remember – if you are injured at work, it will have an impact on what you do outside of work and what you enjoy doing. It's just not worth it!!

and Safety

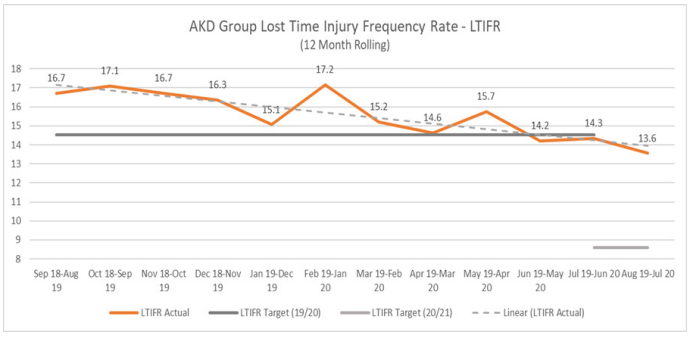
THINK WORK SAFE BE TOWARDS ZERO

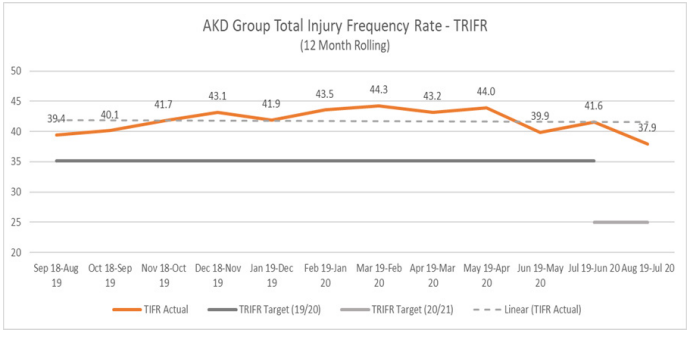
with Toni Kirkup
National Health & Safety Manager

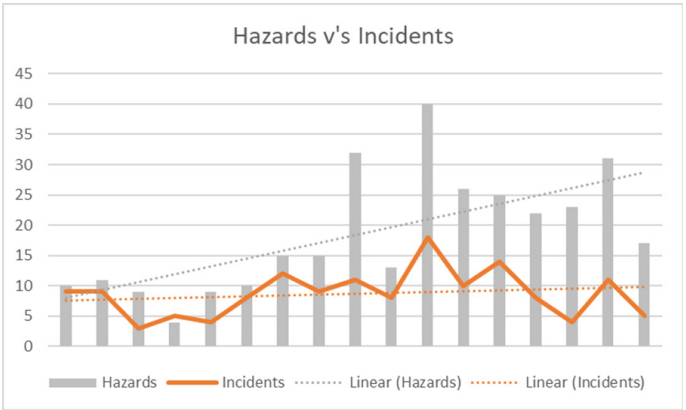
Towards Zero – where are we at?

We set a target of 20% reduction FY19/20 for our Lost Time & Total Recordable Injury rates. It is pleasing to see that as a group we achieved this target for our Lost Time injuries, however we fell short with our Total Recordable rates. There is some positive here, although we still have a long way to go and as such we have set ourselves an even bigger target this year, aiming for a 40% reduction – given how we have started this year, there is a lot of work to required to meet this target.

As a group, we have been pushing hard to focus more on proactive reporting (hazards, near misses etc) – we know that the more hazards identified, the more likely we are to see a decline in actual incidents. We need to continue this proactive approach, but again, it requires everyone to get involved and make the right choices.







CoVid-19

We all know the challenges that CoVid-19 has thrown at us this year, both from a work and personal perspective. I will continue to say, you have all made these challenges so much easier to work through – you have adapted to the changes, you have gotten on board with the preventative measures and when I have walked around the Colac site (because I can't get to the other sites), I am just so proud of everyone – THANK YOU!

This is not behind us and the situation continues to evolve – but what I do ask is that you keep your spirits up, don't drop your guard and when we get to the point that this is behind us, we will all be so much stronger as individuals.

It **will** come to an end - we will be able to get back to doing those things in life we love to do – stay strong, stay safe and remember **SAFE AT WORK AND SAFE AT HOME.**

NSW

Throughout the cooler winter months history tells us that if we are going to sustain an injury, this is when it will happen. This is where hazard and risk identification plays a key role in keeping everyone safe.

There are four stages of "competence"

1. Unconscious incompetence: basically, you don't know what you don't know
2. Conscious incompetence: you know you don't know how to do something
3. Conscious competence: you understand or know how to do something you just need to work on the skill
4. Unconscious competence: you have had so much practice that this skill becomes second nature

Unconscious competence is the space we all need to be in when it comes to looking for hazards and risks on site. Unconsciously, we should be continually scanning the area for hazards.

Unfortunately, we injured two employees in July that required more than First Aid treatment, with both injuries being hand, finger and arms related.

To finish on a positive note, I had the opportunity to spend some time at the Caboolture site recently and would like to give a big shout out to Greg Levinge and Colin Balboni for their hospitality.

It's a fantastic site with a great bunch of people that have a big job ahead of them to get their site back up and running after the fuel bin fire.

Rodney Sutton
EHSR Advisor - Tumut

CABOOLTURE

Training Days

Lately, we have been completing training courses for high-risk work activities at Caboolture site. Some of these were to help refresh the current trained workers along with training some new employees. The training is required for both working at heights and confined spaces. The exercises were conducted onsite with a new trainer from Smiths Training. Trainer Andrew Smith was great in conducting the course and helping to raise the awareness of the risks within our business when accessing restricted areas.

The confined spaces we currently access include the plant within tanks and boilers. These are accessed for maintenance purposes or for compliance inspections.

Jordan Schilling climbing into boiler

The working at heights training is for using the boom lift to access areas that need to be unjammed and repaired. Where possible we try to complete this work from walkways and outside the restricted areas.

It was also a time to prepare for an emergency plan if things don't quite go to plan. The fire brigade may not be located far from site, but our team have been trained to try to assist in the comfort of injured employees to be assessed and retrieved if safe to do so. This was a great time to test out our site emergency procedures and ensure we have the correct equipment to do our job safely.

Training and the right equipment help the site in achieving the goal of Toward Zero – Think Safe, Work Safe, Be Safe.

Colin Balboni
EHRS Manager - Caboolture

COLAC

Working alone or remotely can expose employees to a number of risks and hazards. The working environment, tasks undertaken and personal health can all be contributing factors.

Where possible, we aim to eliminate risk by avoiding working alone, however, sometimes there is a need for employees to work alone or remotely for a period of time and we need to assess the level of risk associated and implement appropriate controls.

The Colac site has a number of employees across various departments who work alone at various times. Some of these departments include our Maintenance teams, Kiln operators and Treatment Plant operators.

After researching and trialling several mobile personal alarm devices, we have purchased and implemented the use of Neveralone mobile personal alarm devices. These devices are a rather small pendant style device making it user friendly for the users. The devices have inbuilt motion sensors and when activated, will send an emergency alert along with location data to a monitoring call centre. The devices are capable of two way communication and have an inbuilt GPS to track their location which can be monitored through a web based portal.

In conjunction with the implementation of the mobile personal alarm devices, a Working Alone Procedure has been implemented which outlines the process of minimising risk when there is a need for employees to work alone or in remote locations.

The mobile personal alarm devices are a great investment and contribution towards ensuring the safety of our employees who work alone or remotely.

Thank you to everyone that has been involved while we worked through this process.

Mark Skinner
Safety Advisor - Colac

YARRAM

Recently, a Yarram employee jammed their finger in between two sections of a work platform. The process being followed at the time had been a long accepted method for doing a size change on the Paling Stacker.

When doing the investigation, a couple of comments were made to the effect – "yeah that has always been a bit awkward." This drove a review which targeted – is there a better way?

With the efforts of the area supervisors, project manager and maintenance, combined with a local engineering company, an excellent redesign was put into effect. It was not cheap and took a bit of time, but it completely removed the need to shift platforms again – "elimination of the hazard".

The lesson behind this is just because "we have done it that way for years" does not mean it is still the best way. Occasionally, we need to revisit what we do and with an open mind ask ourselves – is there a better way? We need to do this as the ongoing risk assessment process and review and change if needed. There are always new things coming in all the time, especially in the world of safety.

To continue along the theme, we have rolled out the Company Focus for August of Hands & Fingers Awareness. I am sure all our sites are doing the same.

It is fitting when we consider the mentioned injury. Sure I could rattle on about how it resulted in a Lost Time Injury of 10 days, the expense and loss to the site but more importantly the injury was connected to a person. It resulted in pain, loss to them in being able to do the things they wanted to, loss of 'quality time' with family and friends and not to mention (as in this case) growing back of a fingernail. Of these things that are not often visible to everyone, we just see the incident.

I am sure that if we all spend that extra little bit of time thinking before doing, we can save ourselves that anguish.

Graham Clarke
EHRS Advisor - Yarram

CABOOLTURE

To say a lot has occurred since our last catch up is an understatement. The site team has shown great resilience in effectively completing tasks together in the face of ongoing upheaval from the Fuel Shed fire which occurred on 9th June.

For those that are unaware, the fire in the fuel storage shed shut down areas of our site including the greenmill sawdust delivery system, the kilns and boiler's electrical power distribution systems, the boiler's wood fibre fuel delivery system and the drymill shavings delivery system collectively preventing the site for restarting.

I am extremely proud of our team and the site's leaders, who have ensured we are on the same page regarding roles and responsibilities, and the way everyone interacts with one another. This has resulted in the emergency response being injury free, as well as fostering a sense of calmness as we make our way forward.

The Caboolture story unfortunately co-exists with a history of fire, which is something that AKD and the site want to change through commitment to our people and our stakeholders. We will do this through improved design and re-engineering with a long-term view for our expansion. Look out for the next article for just what that could look like!

Supporting the Queensland customer base was a key concern while we worked with the insurers and developed concepts for rebuilding. With a mill not producing how would our customers be serviced? Our site's finished goods stocks provided a great start but as these have been depleted Tumut, Colac, Yarram and HPP have responded to AKD Queensland's needs, with Liam and all the sales team working tirelessly to support these customers and the business. Everyone from AKD Queensland sends a shout out of gratitude to the AKD team for supporting our business.

Apprentice Saw Doctor Brayden Woodall spending a large amount of time in the Quad band making old new and honing skills on band wheel grinding and alignments

Our focus has been to maintain a healthy and safe environment as we navigate through initial response, mop up and strategy to get the site back online in the face of CoVid. With the initial clean-up process finished, energy and attention is now directed towards identifying solutions to areas that created production issues pre fire. We are looking at opportunities to improve reliability, and complete training. We are also looking to improve site pride through sorting, cleaning and making old new again.

In preparation for restart, the team are taking the opportunity to prepare themselves, their machines and team. Our project team is working to present short- and long-term options for our site to roar back into the game SAFELY!

Greg Levinge
Caboolture Site Manager

LEGENDS AND MILESTONE RECOGNITION

Paul Smith - 35 years

Mick Cassidy - 25 years

Darcy Oborne - 5 years

"The team around you makes it easy to come to work, working with the right people gets you through those hard times at work or at home, and it keeps you coming back. If you have a good team – which we do here on the Caboolture Site – it is the people that keep you here for that long period of time, it's not anything else, it's the people you work with and the bonds you form with those around you."

Terry Austen, Drymill

COLAC

Well, to say it's been a challenging time in Colac in the last few months would be to understate what we have all been up against, both within work and outside of work!

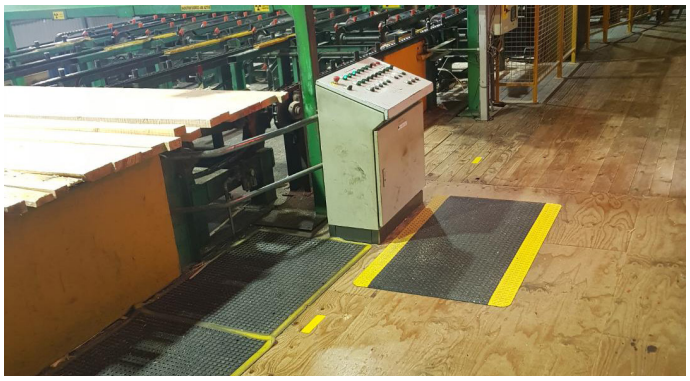
Despite this head wind, Colac has continued to keep its people safe and supply the high demand that is driving our production schedules at the moment.

During the month I was lucky enough to sit through a Webinar on the topic of avoiding and dealing with Covid-19 in the workplace. I have to say that I was pleasantly surprised to walk away with the feeling that I had wasted my money paying for the Webinar, as almost every "best practice" activity suggested, AKD already had taking place. This is a credit not only to those leading the fight against CoVid-19 like Toni Kirkup, Mark Skinner, Area Managers and the people involved in implementing and imbedding the processes on Site, but also our Employees. Many of the processes that we have been doing have come from suggestions off the shop floor, which is fantastic to see!

Before I leave the subject of CoVid-19 I need to acknowledge Cameron Percy (and his family) for the way he looked after AKD and his fellow workmates.

Cameron had a very minor symptom and got tested, the test came back positive even though the minor symptom had disappeared 24 hours later (and never returned).

The fact that Cameron followed the AKD directive and got tested with only a minor symptom, stopped the virus from potentially spreading further through the organisation, thanks Cam!



I need to thank the AKD Colac team that have gone out of their way to ensure that we have stayed safe and productive while we have had so many people away from work. Whether it is agreeing to work RDO's or taking on tasks that you may not usually do, you have all been a pleasure to work with.

On a happier note, I want to congratulate the Site on the Safety performance for the last financial year. The leadership team at Colac took on the challenge of a 20% reduction in lost time injuries and pleasingly achieved this reduction.

This is a huge first step in the right direction but we are nowhere near our destination of zero incidents.

This year we are taking on the challenge of a 40% reduction on the previous year but even this is not enough. Zero injuries is the only acceptable result and we need all of you to help us get there.

Let me make it clear, I do not want anyone performing tasks that involve uncontrolled or unacceptable risk. You all have permission (and a responsibility) to say no to hazardous activities.

Say no to risky tasks, control the risk, and we will get to zero incidents together, fit and in one piece!

John Browne
Colac/Irrewarra Facility Manager

YARRAM

The Yarram Mill is embarking on a project to improve safety for the site and the surrounding community, with the focus of getting as many trucks off the road as possible. Given the location of the mill is along a two lane road that is 100km/hour, and the size of the trucks coming and going, its not hard to see the potential safety hazard. In the past, as many as four trucks have parked on the edge of the road, blocking vision and narrowing the road, affecting local traffic.

The solution is dispatch parking. We are creating a new incoming entry and parking at Gate 2, allowing for up to four trucks to wait off the road. In addition to this, we will extend the outgoing parking area, to allow for trucks to remain off the road while they attend the site office.

The incoming entry and parking has required the existing fence at the front of the mill off Gate 2, to be relocated nine metres inside the boundary. Now culverts will straddle the roadside drain and will connect the Morwell-Yarram Road to the proposed new entry and parking, completed with new road base.

The outgoing truck solution requires the removal of four trees situated close to the weighbridge exit. A council permit was required due to the change of infrastructure and the removal of native vegetation where Hancock Victoria Plantations assisted us with getting permits and environmental credits for this project.

This final part of the project will be a big positive for safety at the Yarram AKD site, having trucks away from the major road.

John Marshall
Yarram Site Manager

TUMUT

COVID-19

We are quickly approaching the 8th month in what has been our toughest year yet. I would like to thank you all for doing your part to slow the spread, remaining alert and following new processes as they arise without hesitation. Things have been constantly changing for some time now and will continue to do so as the conditions change.

DO NOT become complacent!

During these challenging times it is important to remind everyone that we have Mental Health First Aiders and an Employee Assistance Program available for you, so you can talk to a professional at any time.

PROJECTS

We have recently received the go ahead to begin working on the feasibility for four capital projects that will provide some major improvements throughout the site including:

- Trimmer Door – Remove risk of manual handling and doors potentially falling and crushing/pinching
- Pack Dryer – Dry H2F solution on packs so it doesn't get on the wrapping
- Dispenser – Jumbo strap dispenser to reduce manual handling in the Drymill
- Breeders Choice – Installing fans to remove heat in summer

SAFETY

As we implement the next stage of our sites COVID-19 traceability process, the hope of everything returning to what we once knew as "normal" seems a long way away. Having said that, the only way we can achieve this is if everyone does the right thing. Wear a face mask, social distance and seek advice from your health professional if you're feeling unwell or showing symptoms. Traceability when systematically applied will help break the spread.

Unfortunately, in July one of our employees sustained an injury that required them to have two days of rest away from work. Any injury whether it requires first aid treatment or time off work means someone is not in the same physical condition they showed up to work in, as they are returning home. Be aware of your surroundings, look for hazards and unsafe conditions and ensure you report it no matter how minor you think it is. You can potentially stop someone else from injuring themselves and/or others.

SALVAGE LOG

As the site works through the challenges of processing the fire salvaged resource, efforts have been taken across the site to improve processes to enable more efficient production.

For a long time, the 2nd RBS in the Sawmill has had issues with finish and sawn quality of small diameter logs. The predicted decrease in log diameter as a result of the fire, meant we needed to continue to work on these issues and be able to efficiently process the smaller logs. Most of the issues were due to being able to control the log whilst it was being cut. The impact from the lack of control were clearly visible with face finish, tear out and power feeding a constant challenge.

Alex Stuart

A detailed review of saw and chipper feed and rim speeds, current equipment and alignments was under taken by a small group of the Tumut maintenance team lead by Alex Stuart. The final remedial work was completed and commissioned on Friday the 31st of July with great outcomes.

The targeted areas of face finish, tear out and accuracy have improved markedly!

Congratulations to Alex and the team for a great result which will have ongoing positive impacts for the Tumut business.

PRODUCTION

The last few months we have seen the best production and sales from the site for many years. This comes down to everyone on site working towards a common goal. I would like to thank everyone for their efforts and support. This has been the most challenging time within the business, but everyone has been so supportive, and their contributions have put us in a great position.

Thanks everyone.

Rab Green
Tumut Site Manager

PORTLAND PINE

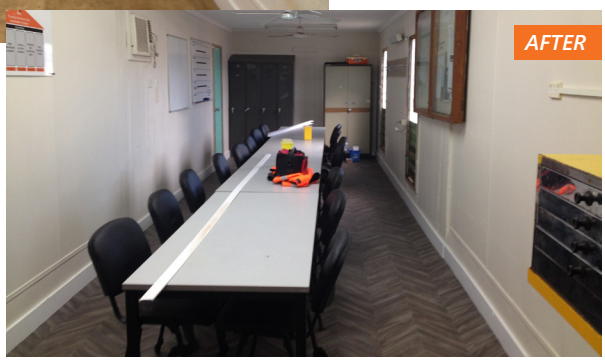
Upgrades employee facilities

Portland Pine had a successful financial year 2019/20 with record sales. We also commenced an afternoon shift in October 2019 to meet increased demand. Due to the extra employees on site it was decided that the lunchroom and office area desperately needed renovating.

In the lunchroom new tables and chairs were purchased, the room received a much needed refreshing of the paint work and the worn and ripped lino was replaced.

Special thanks for members of the Portland Pine team who gave up their own time to assist getting the work completed, including Brendan Coustley who laid the floor in the production office and Jaimmii Jackway who did a lot of the painting.

The abandoned office had an internal wall, shelving, old ceiling and flooring removed and replaced with a new modern style office area for the production supervisors to use.



Wayne Lawson
Portland Pine Site Manager

JELFOR

Here at Jelfor over the past few months we have been working hard as a team to identify hazards within our workplace. As we know there are many hazards within any workplace and when we identify these it makes our workplace much safer.

With the help of our site safety rep, Luke Steers, we have been able to help identify many areas for improvement within our site and have been able to implement corrective actions around the hazards identified.

Every Friday, Luke spends some time walking around and talking with all employees about their workstations and areas and discusses what improvements can be made to make it safer and also to make our employees jobs easier.

Over the past three months we have seen a huge swing in hazard reporting each week with over 80 hazards and maintenance opportunities raised through this period.

Luke has been our site safety rep for two years now and has completed safety representative training during this time. Last month Luke decided it was time to undertake some more training above and beyond the safety rep standard and decided to start the Certificate IV in Work, Health and Safety, with our support Luke will no doubt excel in this training.

Well done Luke!

Daryl Hann
Jelfor Site Manager

Tumut maintenance update

with Gordon Kelso
Maintenance Manager, Tumut

Wow, what a year 2020 has thrown up so far.

First the massive Dunns Road bushfire which affected so many of the personnel at the Tumut Sawmill and set back the maintenance schedule for the Christmas shut with many of the maintenance staff both fighting fires for the RFS or at their properties, which was then followed by CoVid-19.

Once the impact of the fires was realised, the Maintenance Department moved into operation Burnt Log Salvage with Peter Annetts, the Engineering Manager, moving into a Salvage Mangers role and Gordon Kelso moving into the acting Engineering Managers role.

The challenge was set for the team lead by the area coordinators Robert, Kurt, Lachlan, Tim, Jason and Dan to ensure the Sawmill was ready to tackle 100% burnt logs across the site.

The first challenge was to ensure the burnt bark content was kept in specification for the supply of chip to Visy for paper production. So far to date, seven months on, this has been achieved by the team working long hours each weekend at the Debarker to ensure after a week of carbon bark removal, that the machine was ready to go again at 5am on Monday morning to provide clean logs to the Sawmill.

The sawmill production of the burnt logs is on target year to date.

Apprentice completing theory work via Teams with Ed

Apprentices screw cutting work

Finished work shear pin for the Edgeraa

The impact of CoVid-19 threw up the challenge to ensure our apprentice program and training carried on ensuring the apprentices were both able to complete theory and hands on elements of their trade.

Thanks to IT we were able to recommence apprentice training via Teams with Edward from Educational Living dialing in each Thursday via video link to do the theory lessons with the apprentices.

Ed provided the drawings for the apprentices to complete hand, lathe and milling work which was marked and measured by trades people, photos recorded the measurements and they were then sent to Ed for checking.

Within the first six months of 2020, the Maintenance Department also chalked up over two years RI free with no lost time injuries heading towards three years.

We have reached a few more milestones including Robert Lawson clocking up 35 years, Mitchell Piper 10 years and we welcomed Ben Sturt back to the Maintenance Department after his travels throughout North Queensland.

We look forward to the next six months.

Customer Profile –

STS Timber Pty Ltd has been a part of the timber industry since 1994. Peter Giosserano, the owner of STS Timber, initially started out as a fencing contractor and as the company grew, they quickly evolved into a timber and fencing supply business based in Dandenong.

In 2002, STS Timber invested in their own treatment plant to better service the market and to further develop as a business. STS Timber quickly outgrew their Dandenong yard prompting Peter to purchase another site in 2011, a sawmill and treatment plant based in Woori Yallock. Across the two sites, Peter now employs 44 staff and processes over 10,000m3 of timber each month.

STS Timber is the major supplier of treated pine sleepers and other treated pine fencing products to Bunnings all across Victoria. The Bunnings stores across the state consume on average, 40% of the stock Peter and his team treat each month. The other 60% of STS Timbers volume is used to stock fencing suppliers and timber yards. STS Timber supplies a broad range of treated pine products to the fencing and landscape market such as sleepers, fence capping, plinth, rails, palings, lattice surround and Cypress.

STS Timber have 3 different types of chemical they use for their products, with CCA being their most used:

- CCA Lifewood® - Copper Chrome Arsenate
- ACQ® NatureWood® - Non-Arsenic based preservative formula
- MicroPro Sienna® - Long Lasting Colour, Non-Arsenic based preservative formula

Peter contributes the company's growth over the years to his understanding of the market and his on-going investments in his products and employees. STS Timber pride themselves on excellent quality and optimal customer service. Over the years, AKD and Peter have worked together to ensure the timber we are supplying STS meets the expectations of the landscape and fencing market.

On behalf of AKD, I would like to thank STS Timber for their on-going support. It is great to be able to work alongside Peter and the STS team to help service the fencing and landscape markets. For the AKD employees living in Victoria, next time you are at your local Bunnings be sure to keep an eye out for the STS logo on the sleepers!

STS Timber

with Dylan Flannigan
Account Manager Sales - Colac

"I would like to send a big THANK YOU to all the employees at AKD who make the volume of timber we receive possible. Your on-going support is very much appreciated and is what makes the relationship between AKD Softwoods and STS Timber Wholesale a strong one. Thank you for your efforts."

PETER GIOSSERANO
STS TIMBER DIRECTOR/OWNER

STS TIMBER BY THE NUMBERS

WOORI YALLOCK HAS
OVER 400 SOLAR PANELS INSTALLED
WHICH PROVIDES **80%** OF THE SITES POWER

AKD SUPPLIES STS TIMBER WITH OVER
50 LOADS OF TIMBER EVERY MONTH

ACROSS THE DANDENONG AND WOORI YALLOCK SITES, AN AVERAGE OF
15-20,000 LITRES
OF CCA CHEMICAL USED EACH MONTH

we get up

We get up, when the chip is down
When the timber stacks are high
Sales are crestfallen
And the log supply tight bound

We find a way to cope with the grease of the soot
When fire and smoke threatens
Only to have flames thought kept at bay
Elsewhere, sneak through to get us

We get up, when the world shuts down
Sanitiser the new weapon for disease that surrounds
Confusion, frustration, freedom restrictions unknown
Travel blocked and held to the ground, confined to our homes

We get up, though we find our colleagues are now fewer
Days, and a mill, stood still; projects on hold, budgets held truer
Temperature checking, home schooling, remote meetings a new skill
Only halfway through, Year of 2020, have you not had your fill?

We keep getting up, because we have to
We just have to, endure
Mill workers are tough, lean into the wind of change
Adapt to a new plan, our own futures to secure

The new plan, Six 'S' - (at least to my ear) sounds just like "success"
As with good timber, we too are now undergoing a durability and strength test
It's a battle of the unseen, trying to peer into the unknown
But together, we will get up, we will surmount these tests thrown

written by Karen Johns
Forest Solutions Analyst

25 Wayne Fletcher

YEARS AT YARRAM

Congratulations Wayne Fletcher (more commonly known to all as Fletch or Fletchy) on achieving the milestone of 25 Years of service!

Fletch started at the Yarram sawmill as a 19 year old young man on 8 September 1995 for only two weeks work before becoming permanent.

During his time at Yarram he has become quite a valuable machine operator and asset to the site, adapting and growing with the site over the years. Fletch has worked for all four different companies over the mills history and notes the main growth he has seen is massive improvement in safety on site and a lot less manual handling, both a good step forward for any industry.

Having spent so much of his working life at the mill he has grown to be an unofficial leader have trained many of our past and current employees.

Fletch is known for his reliability and friendly nature, turning up at least 45 minutes early to the start of every shift has given him plenty of time to cultivate may friendships with colleagues over his time with the mill.

Living most his life in the nearby picturesque small seaside town of Port Albert, during this time he has bought his own house and renovated it.

Fletch being the keen fisherman enjoys going out fishing in his own boat. Fletch also enjoys a couple of beers in his custom built man cave that only few of us have had the privilege to see.

Most people who have had the opportunity to have a fish, beer, laugh or worked with him would all agree his is a great guy and gentle giant.

"Yarram site congratulates you Fletch on 25 years of service, we all hope the site has the privilege to have you onboard for another 25 years"

John Marshall
YARRAM SITE MANAGER

20 Horatio French

YEARS AT TUMUT

Congratulations to Horatio, better known as "H" by his colleagues, on reaching his 20th year of service at Tumut.

On the 4th of August 2000 "H" began his career at the Tumut Sawmill. He is a local lad who spent his early days living in Adelong before moving to Tumut.

New personnel, machinery and equipment are amongst the many changes that "H" has seen over his 20 years and he truly is a valued, diligent and dedicated employee who continues to contribute to the site and section.

"H" has provided the business with exceptional service over the years, working at the Tumut and Gilmore sites in various roles including the once manned Weighbridge at the Tumut site and for the past 10 years he has been in the Tumut Drymill working on B shift as one of the Coastal Planer Operators.

Outside of work, "H" breeds and shows Budgerigars, winning many top bird awards. He travels throughout the countryside most weekends to show off his prized birds.

It has been mentioned by his work colleagues that when it's their time to pass, they would love to come back as one of "H's" Budgies, as he has the Taj Mahal of bird aviaries and provides all of the care and equipment needed to make a bird extremely happy.

Thank you for your service "H".

"On behalf of everyone in the section, I offer our congratulations to you for reaching 20 years of service with us "H". The team recognise the contributions you have made and appreciate your reliability, hard work and dedication. Thank you for your current service and ongoing commitment to the Planermill team."

Ray Lucas

Dry Process Manager

20 Ross Maw
YEARS AT COLAC

Ross started with AKD Colac on the 16th of July 2000. He first started in a chip truck carting woodchip to Geelong part time. Three months later he was offered a full-time job doing shuttle work, bringing timber into Colac from the Irrewarra Mill to be dried.

"I remember my first day, I walked in and was given the keys and a list of timber to come in from Irrewarra and that was it"

He stayed on the shuttle for about 12 months before moving onto timber deliveries when AKD purchased a new truck to start doing Melbourne and Country Victoria trips delivering finished timber directly to our customers. After about 8 years of doing this work with a semi-trailer, the first Bdouble was purchased.

Ross had to go to Melbourne for a two-day course to get his Bdouble licence and has since had two new trucks and trailer sets during this time. Ross has delivered to a huge variety of AKD customers both within Victoria and interstate.

When Ross was a kid, he was the one with truck pictures and posters stuck all over his bedroom walls. He was fascinated by trucks from a young age and new that he wanted to drive them do when he grew up.

Ross loves his job and does it everyday with the same passion he had when he first started.

Ross enjoys getting to know the customers and fork lift drivers all around Victoria, and occasionally interstate, and has developed a great bond with a variety of people over the years. He has a great bond with the forkies and loves coming to work every day.

Together with his wife Louise, and daughter Amber, Ross enjoys spending his spare time with them and their dogs. He enjoys playing golf, as well as pottering around in his shed and collecting vintage signs and "garagenalia".

Over the years, Ross has developed a great bond with many of AKD's customers and has made some good friends along the way.

Ross with wife Louise

"I would like to thank Rossco for his care and dedication to his job. He makes himself available to give advice and discuss ideas. I look forward to working with him for the next 20 years."

Charles Hennessy
Colac Dispatch & Logistics Manager

Some highlights for Ross include attending the 50th year of AKD formal dinner celebration with families, but more importantly, the new trucks and trailers during his time at AKD has been his biggest highlight.

AKD would like to thank Ross for his years of service and acknowledge the fantastic work he has done over the last 20 years in the Dispatch department, especially in helping create the strong bonds with our customers and delivering our product with a great attitude and a smile on his face.

Congratulations Ross!

Welcome to the TEAM

AKD welcomed these new employees in July-August 2020 and encourages everyone to make them feel welcome and work together to keep them safe.

ALAN ROSSOUW
FORESTRY
COLAC

ALYSSA HOWARD
GREEN MILL
COLAC

BEN STURT
ELECTRICIAN
TUMUT

CONNOR KNIGHT
WEIGHBRIDGE
COLAC

ELDON BEEVERS
WEIGHBRIDGE
COLAC

IAIN STODDART
WEIGHBRIDGE
COLAC

JUDITH ENETAMA
DRY MILL
COLAC

MATT DUNN
WEIGHBRIDGE
COLAC

SCOTT BROWN
WEIGHBRIDGE
COLAC

WELCOME WAYNE BROWN TO YARRAM

Yarram site has been considerably fortunate with the recruitment of our new site electrician Wayne Brown or commonly known as "Browny" or "the silent assassin" (some call him onsite).

Wayne has been with Yarram site since the 2nd March 2020 and has become a valued asset to the site, gaining significant knowledge of the sites electrical in a very short time.

All employees on site get along with Wayne and the site lead team all speak very highly of him.

Wayne's background has always been industrial electrician and with over 35 years' experience Wayne brings a much needed advantage to our maintenance team and adds strong value to our site lead team.

Wayne is a Richmond Tigers supporter (because they're the best!) who loves watching his team play and enjoys live music, a beer and a bit of 4WD action as well.

Wayne travels nearly an hour each way to and from work and is looking at moving closer to Yarram where he feels he will settle as he enjoys the role and team at the Yarram Mill.

We hope that Wayne continues to enjoy his role and stays long term with the company.

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Keith Friend	40	GMT	TUM
Ashley Britton	25	DMD	COL
Horatio French	20	DMT	TUM
Ross Maw	20	TRU	COL
Jason Dunlop	15	DIS	COL
Damian Davies	15	GMY	YAR
Stuart Johnstone	15	ELE	COL
Ping Ho	15	RAM	CAB
Paul Corkill	10	HR	COL
Gavin Duke	10	PAL	YAR
Justin Hickey	10	R/M	COL
Sophie Devine	5	HR	COL
Phillip Taprell	5	SAL	BV
Wayne Lawson	5	PPP	PPP
Craig Campbell	5	R/M	COL
Adrian Ohrwalder	5	CTD	COL
Peter Gatty	5	SAL	COL

Lets Get Social!

Follow AKDSoftwoods

AKD IS TURNING PINK AGAIN FOR OCTOBER

OUR TARGET THIS YEAR IS $50K!

HOW CAN YOU PARTICIPATE:

Wear your PINK t-shirt for the month of October but especially on Wednesday's

Purchase PINK shoe laces for $5. Speak to your supervisor. Limited supply. Get in quick before they run out!

$ DONATE

https://fundraise.mcgrathfoundation.com.au/fundraisers/akdsoftwoods

AKD WILL MAKE A DONATION THAT MATCHES THE TOTAL RAISED BY EMPLOYEES

AKD McGrath Foundation PINK UP YOUR TOWN

AKD employees can choose to wear the pink shirt on any day however we encourage everyone to wear it on each Wednesday for the month of October. Shoelaces can be worn for the full month of October. *To ensure high vis standards are met, those working in operational areas will have to wear a high vis vest or jumper on top of their pink shirt.

The Wrap-Up

In the most recent CEO update video I shared an African proverb that I heard recently that made me think.

"If you want to go fast, go alone.
If you want to go far, go together."

I encourage you to think about what this means for you at work, and in your personal lives.

It's a team effort.

Take people with you.

We can achieve more by working together.

So at AKD how do we create an environment where we value the individual but encourage people to work in groups? We do this by using words like "teams" instead of "groups", we also look to employ good leaders and we recognise that managers and supervisors are appointed, but "leadership" is a behaviour – for some it comes naturally and for others it has to be taught. We all have responsibility to teach our leaders, my team are consistently teaching me and helping me become a better leader, it's a constant journey.

Taking people with you, or going in a group, means everyone has a role and therefore everyone is important. It means we value all roles and opinions. You aren't expected to do everything alone so allow yourself to have the support and help of others.

AKD's culture is one of our fundamental strengths and is something I'm extremely proud of. Coming to work every day with the kinds of people we have in our businesses is something I genuinely look forward to. We often say that we "want the right people in our business" and that doesn't just mean someone who can do the job, it also means someone who shares our company beliefs and is **invested** in being an active part of our team culture, our group.

This leads me to the importance of diversity. It's not enough to just take people with you, you need to take people from all walks of life to truly go far. Diversity is represented in so many different ways – ethnicity, age, religion, background, gender, beliefs – all these aspects result in different understandings in life, different values, different strengths, and will help bring together different perspectives.

In my opinion, diversity in the workplace is a crucial ingredient to be a successful business, simply put "we need diversity to have diverse thinking." For example, we need both the experienced older individuals who have the history and know how the machine works and the 'why' we do things. But we also need new, younger individuals to come into the business with fresh eyes who can see where we can improve, who have the energy and enthusiasm of youth. We want a team of people who have a worldwide background, we want to be a business that is blind to colour, religion and gender. We value the person on their contribution. We want a business full of apples and pears and even oranges! The only thing I want us to have in common with colour is being comfortable wearing orange and black every day.

I encourage everyone to think about how they interact with others, especially at work. Do you value other's opinions? Do you consider things from another's point of view? Take a moment the next time you don't understand someone or their approach or opinion and consider their perspective. Do not judge from your position, instead consider theirs.

We announced recently that the Caboolture site is restarting production on the 14th of September. This is fantastic news and I congratulate and thank the Caboolture team. We also announced new growth and investment plans for the Caboolture site to double their log in-take over the next 12-18 months. I'm personally excited to see what the future holds for the Caboolture site and their team. Congrats Team Caboolture!

I didn't want to talk about CoVid-19, but it feels wrong not to address something that is still affecting us in such significant ways. All I can say is, please continue to do the right thing. I am proud of what we have already done as a company to combat CoVid-19 and I would like to thank everyone for their cooperation during what has been a difficult time for many. Remember, do the right thing at work **and** in your personal lives to truly **stay safe.**

Stay safe AKD and remember to go far, go in a group!

Shane Vicary
CEO