THE SPLINTER

AKD

AKD EMPLOYEE NEWSLETTER

EDITION 36

NOVEMBER-DECEMBER 2020

THINK WORK BE SAFE TOWARDS ZERO

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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

WE MADE IT!!

Honestly, I always look forward to the Christmas break – but this year, it just can't come any quicker, I am done with 2020.

If we take a minute and reflect on the last 12 months...

We started with the bushfires in NSW, particularly impacting our Tumut team, their family and friends, and their communities. This was nothing short of devasting. A big shout out to those that went above and beyond, helping those who needed it most – helping to fight the fires, reaching out and offering food and supplies and simply getting through the challenges as a team.

In early February, we started hearing stories about this thing called 'Coronavirus' that started in Wuhan – by the end of February, we quickly realised this was something that would impact on our lives forever. I was placed in the role of Crisis Manager for a pandemic that no one had ever heard of (to say I was shitting myself is an understatement). Cases were increasing every minute; the amount of information was absolutely overwhelming and we were implementing new practices across our sites by the hour. This pandemic affected everyone, not only at work but personally. People lost jobs, kids having to be schooled at home, lifestyles stopped and we couldn't leave home, and we struggled to buy toilet paper, pasta and rice – why, who knows! The entire state of Victoria started to wear face masks whenever we left our house.

States closed the borders and people couldn't see their family regardless of their situations. For me, my dad became extremely ill and was in ICU for four weeks. I was called by his medical team advising me to prepare myself as he may not make it through. Two weeks after that phone call, my sister was going to be getting married, but I could not be granted access into NSW in either situation. (it was heartbreaking). There are thousands of these personal stories throughout the year and my heart goes out to everyone.

During the craziness of CoVid-19, our Caboolture site experienced the Fuel Shed fire. Fortunately no one was injured, however the next 5-6 months was going to be extremely disruptive to the entire team.

CoVid then hit the Colac region hard – the outbreak started and increased rapidly. For the Colac site, we had one positive case but were able to manage the situation from growing.

We had shut down the Irrewarra mill in May and within five months we were reopening the site again with many new team members.

and Safety

with Toni Kirkup
National Health & Safety Manager

All of this while still attempting to run our business as safely and efficiently as possible!

The achievements over such a crazy year are unbelievable and continues to demonstrate just how incredibly resilient our teams are.

I have said it before and I am going to say it again – I am so grateful for each and every one of you. What you have achieved, how you all adapted so quickly to the madness and the way people reached out and looked after themselves, others, our business and the communities we live in – THANK YOU!

From a Health & Safety perspective, we have had some up's and some down's. We have made improvements and we have found some areas that need to be improved.

Given the year that was 2020, the craziness, the additional stress and all the disruption – we did have injuries which is disappointing, however we didn't have any significant injuries. We should always be reflecting on what we did well and make sure we put plans in place to rectify the areas for improvement.

Christmas is a special time of year. It is a time that we can enjoy with family and friends, or we can use it as a time to relax, take some time for ourselves and recharge the batteries.

Throughout the year, we have been focused on safe behaviours and choices – this shouldn't stop when you clock off from your last shift. During the Christmas break, please think about this – we want our teams to be 'Safe at Work & Safe at Home'.

Some safety tips during the Christmas break to remember:

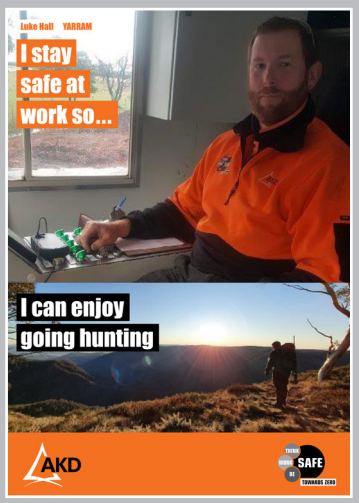
- If you are travelling, plan your trip, check your vehicle before leaving and please do not drive if you are tired or if you have been drinking.
- Fire safety is important. Don't leave the Christmas tree lights on (as pretty as they are) and don't leave candles or camp fires unattended.
- Water safety – always watch the kiddies around the water and as much as we all love a beer when sitting by the pool or the river – water and alcohol do not mix!
- We generally overindulge during this period (well I certainly do) – but ensuring we store our food appropriately can save a day or two in bed from food poisoning.

You all deserve a well earned break – thank you for everything you have contributed this year and I can't wait to see you all back in 2021, refreshed and ready to go for what will be a better year.

Merry Christmas and a Happy New Year to you and your families.

Stay safe & take care,
Toni.

What's Important Now is our PEOPLE and their SAFETY



Why do you CHOOSE to be SAFE??

NSW

Another year almost put to bed, to say it's been a challenging time is an understatement. I reckon everyone is looking forward to a well-deserved break over Christmas to recharge and refresh. It's important to remember, safety doesn't stop when you clock off and go home. We finished the year with three employees requiring medical treatment beyond first aid and one employee requiring time off work from an injury.

This is unacceptable, looking back at these injuries, all could have been prevented just by simply looking for, identifying and controlling a hazard or hazardous condition. Unfortunately, two of our workmates will be going into the break caring for injuries that happened at work. There is never a good time to have an injury but when it's going into the holiday season it makes it that much more disappointing.

We had some good wins in November with the safety focus of housekeeping, this gave departments around the site an opportunity to focus on alternative things or areas that can be improved on;

- the Maintenance department focused on their hydraulic room including the timely, employing of a hydraulic expert named "Turbo";
- the Drymills focused on walkways, matting, stairs, etc;
- the Greenmill guys focused on the Jepsen Ave shed outside the boundary;
- and our cousins at Gilmore focused on improving their car park area.

So to finish up, its been a big year and next year is going to be bigger and better. Most of our sites will have new faces starting fresh out of school as apprentices. These guys need guidance and supervision through our safety expectations straight away, then that becomes the norm for them and who knows in amongst them maybe our next engineering manager, facility manger or our next CEO!

Merry Christmas and a happy new year to you and your family, stay safe over the break!

Rodney Sutton
EHSR Advisor - Tumut

CABOOLTURE

FIRM goals to GROW

The Safety Committee Caboolture recently identified a need to help focus on what would help to be a more effective committee.

The team put together a sub committee to identify a way to help focus our goals. It was also recognised that we had to make time to complete a certain amount of activity at a minimum.

The committee has decided to complete one of these FIRM goals once a week.

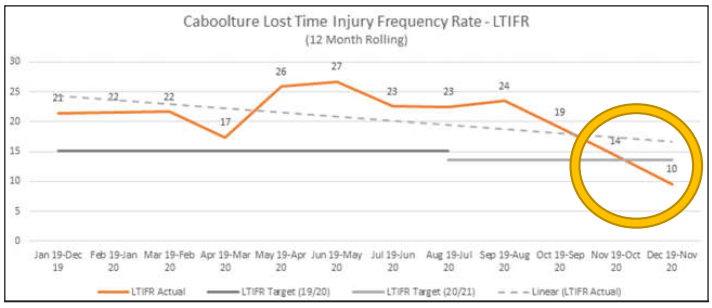
Progress will be communicated through toolbox talks and to safety meetings to share the results or challenges.

This will help us to improve and GROW as a committee. The grow model is a great way to break down the tasks that we do.

FEEDBACK	**G**OAL
INVESTIGATE	**R**EALITY
REVIEW	**O**BSTACLES/OPTIONS
MONITOR	**W**ILL, WAY FORWARD

Injury Not So Frequent

Congratulations team as we have now gone under the target for this year. There has been a great cultural shift that has brought about the result. Remember the target is always zero!



Colin Balboni
EHRS Manager - Caboolture

COLAC

With CoVid-19 restrictions continuing to ease and we slowly get back to something close to normality, it's a great opportunity to reflect on the year that was and look to set ourselves up for success and continual improvement going forward.

As the masks begin to come off towards the end of what has been a trying year for all involved, I think to the challenges that were in front of me, not only from a professional stand point but also on a personal level.

Being away from family and friends for six months due to state border closures, starting a new job and relocating to a new town. Being able to overcome these challenges fills me with confidence for an exciting 2021.

At AKD, our staff worked through enormous challenges during this period and to come out the other side in the position we are is testament to the people we have.

Our processes, our leadership, our values and every part of the organization was tried and tested in 2020 and the year can only be described as a success.

Next year, overall, will be simpler! Getting back to basics and focusing on hazard ID, reporting, leadership and improving our processes will be the key drivers.

A team commitment to identifying hazards before they become incidents, as well as increasing engagement with our work force will see a vast improvement as we strive "Toward Zero."

I must say, I am excited for 2021 and really looking forward to being a part of what's ahead for the AKD team.

Merry Christmas and Happy New Year to all - Think Safe, Work Safe, Be Safe.

Steve Wintle
Safety Advisor - Colac

YARRAM

Where did the last few months go? Looking back over the last few months for Yarram; we fully introduced the Safety Interaction process, introduced our HSRs to assisting in the Area Inspections and commenced changing review systems to gauge our lead and lag indicators.

On top of that we completed over 50 actions from Risk Manager, through our Lead Team Systems, the Site Maintenance Team closed out 40 other maintenance requests during the month - an extremely good effort when you consider the maintenance team for Yarram is just three people!

We were also busy fund raising for the McGrath Foundation and suddenly...the month is gone.

This is the busy end of the year, everything speeds up and demands are made on our time more to meet deadlines and get things closed out. What brought safety home for me this month was a statement made by an employee who received a minor injury – "I was working away and the next split second it happened" – that is all it takes a ***split second***.

So, with all these other things speeding up around us, remember - all it takes is a split second. We can easily lose our focus and with the year we have all had, that is not hard to do.

So, when you are at work at this time of year and you find your mind drifting, consider the things you are thinking about. There is nothing wrong with that, but we need to remember – we need to get there first. How? By being safe so you get to enjoy those things you are looking forward to.

So where is Yarram's current focus? We will be working on planning for the 2020-2021 shut. We will be focusing on ***What's Important Now (WIN)*** & looking after our workmates, helping them to get to the end of year, and finishing off those needed things before the end of year.

We are on the countdown now - let us all stay focused and get through the remainder of 2020 SAFELY.

Graham Clarke
EHRS Advisor - Yarram

CABOOLTURE

With Project Quickening complete, we have been operating our site and asking a lot from our teams and individuals. With a very tough year coming towards a close, it's important to recognise the efforts of every employee as we focus on staying safe and looking after ourselves and each other. We don't always understand or know what each other is going through away from work, and sometimes we just don't want to share, so it is important to take the time to say hello and stay positive.

The kilns/boilers and maintenance teams have done amazing work to stay safe, get production up and adapt to new tasks. The teams are operating a loader to pick up boiler fuel every 30 minutes and feed into a hopper to keep the boilers fed and running 24/7!

The Greenmill Team pushing as hard and as safely as they can to put more stock on the ground, whilst also training and supporting new crew members. Our drymill teams are tuning up the modified extraction system that blows our shavings to trailers, to be in a position to handle all the dry WIP coming their way!

But by far the most impressive work done by our site is the improvement in our safety performance with a reduction in both the number and severity of injuries – fantastic work on the back of a hard year. This is always an ongoing aspect for us to improve on, but I commend the behaviours and decision by all on site employees to achieve this result. I am really proud of everyone!

Our Sawdust Clam bin is under refurbishment. A complete scaffolding structure has been installed around it, with coverage of protective tarping to allow sandblasting and painting to occur.

As our site draws towards Christmas we have received some fantastic news that "Project Blizzard" has been approved by the AKD Board. Thank you to Shane, and to our site Project Team who have worked tirelessly to come up with the rebuild options that will help the site reduce risk, upgrade plant/machinery, set up for our future and take on a new process – very exciting stuff!

1. Refurbishment and relocation of our sawdust Clam Bin.
2. Build of an improved Boiler Fuel Storage Shed.
3. Purchase of new hogger machine and material handling system.
4. Electrical works at Kilns and Boilers including Switch room and transformer upgrade.
5. Pellet line for drymill shavings.
6. Upgrade to our fire detection and suppression systems in the above areas.

These stages of "Project Blizzard" will replace all the current operational modes in place from "Project Quickening". The project will run in stages and we look forward to updating you all as we progress.

Across December we will be working closely with our teams to introduce first steps in the project and ensure we keep everyone safe through the changes onsite and share information. We also had our Christmas party on 5th December, which was a good chance to relax and have some fun.

To all AKD employees and family members please ensure you stop, think, work and be safe as we lead into Christmas and into the New Year. Do it for yourself and your families, so you can enjoy the things you want to do when you're not at work.

From everyone at Caboolture we hope you all have a Merry Christmas and a safe break. Take care and please enjoy your time out and bring on 2021!

Greg Levinge
Caboolture Site Manager

COLAC

2020 is finally coming to an end.

Generally, when you have worked around the industry for a while you feel like you have pretty well seen it all in one form or another, but this year has been a brand-new experience for everyone I suspect.

Although it feels like more than 11 months ago Australia's first Covid-19 case was confirmed in Victoria on January the 25th, which as it turned out also became the state with the most Covid cases as well! This was about the time we were commissioning the new Unscrambler in the Colac Greenmill.

At this time, we would have thought that the USNR Technician getting ill and being flown home before finishing commissioning was one of the worst things that could happen in 2020, how wrong could we be!

Who would have thought that the second Technician flown in to complete this project would be the last external service person we would see for the rest of the year and that all maintenance activities on the USNR line for the rest of 2020 were in our hands?

Once CoVid hit all the best advise around the country (if not the world) was that building activity would contract and that we were in for a very difficult time.

Irrewarra was closed off the back of these predictions which was a very difficult and distressing time for all involved and one that fortunately AKD got to reverse some time later with Irrewarra now open again and kicking goals.

I still have vivid memories of dealing with Employees and Unions around disrupted and shortened hours as well as overtime elimination and the one thing that struck me was just how understanding, mature and cooperative this Sites and the people are.

Thankfully almost all the dark days failed to eventuate and the market actually accelerated to almost unprecedented levels. This gave an opportunity for the site to do what it does best, produce safely.

The Colac Greenmill now take the budget numbers as a given and are striving to raise themselves to record levels.

The Kilns, Drymill and EWP have also answered the call continually breaking record after record and last, but certainly not least, the Dispatch guys who for the last few months have been dispatching at previously unheard of rates. I truly believe if you had told Dispatch that they would be doing 40+ loads a day with 3-4 drivers much of the time they would not have believed you.

Finally, its time for me to say goodbye to the Colac/Irrewarra Site.

As you are no doubt aware, I have accepted the position of General Manager of Post and Pole and although still based in the Colac office will be spending my time between Jelfor and Portland Pine.

I came to AKD in 2013 with the idea in mind of doing a couple of years, checking out the west and then moving on to the next adventure. Wind the clock forward to 2020 and we have been here nearly 8 years, I have worked with some fantastic people and been lucky enough to be around to see some terrific projects come to fruition.

While I naturally have some tinges of sadness around leaving Colac/Irrewarra Site I am really excited about the future of the Post and Pole business and seeing what can be achieved.

So, from my family to the wider AKD family thanks for everything during what has been a very strange year and have a Merry Christmas and a Happy New year and most importantly, stay safe.

John Browne
Colac/Irrewarra Site Manager

TUMUT

SAFETY

What a year we've had! To think 12 months has passed us by since that inevitable lightning strike on Dunns Road that changed our operating paradigm as we knew it.

Over the last 12 months we have seen some great milestones been achieved, including the Gilmore site and the Tumut debarker achieving 14 years Recordable Incident free, as well as Despatch currently at 4 Years RI Free. The maintenance department were well on their way to three years RI free when a failed lifting device injured one of our fitters. Yes, I know these are all Lag indicators and what matters going forward is that we are looking out for each other and getting to the end of the day, week, month and year safely. It is important we're all going home to our loved ones in the same condition we showed up to work in.

We finished the year with three employees requiring medical treatment above First Aid and one employee requiring time off work from an injury. This is unacceptable and looking back at these injuries, all could have been prevented just by simply looking for, identifying and controlling a hazard or hazardous condition.

To finish on a positive, I'm sure we are all looking forward to a well-deserved break over the Christmas period that will allow us to recharge and comeback refreshed and ready to implement optimal safety in each day of work.

SALVAGE LOG

The planning, execution and end results being obtained from processing fire damaged logs has exceeded expectations. The back end of the program sees the resource holding up in terms of board quality and appearance (density/blue stain).

We began with significant concern as to how long the program would last, thinking that possibly Sept/Oct would be when the burnt resource would become unviable for domestic sawlog processing; brittleness and blue stain being canvased as likely impediments - given past experiences. The program continues and FCNSW expect by the end of November they will have harvested more than 1.3 million m3 sawlog, and 750,000m3 of pulp log, with the fire salvage program expected to continue into early next year.

Some contributors to its longevity include the intensity of the fire, time of year, climatic conditions, location and quality of the resource. It has been through resource selection (sampling tree density with RESI tool), ensuring quick resource turnaround from harvest to log yard and influencing log quality that has led to the increase in available time to process the fire salvage resource.

Significant plans and infrastructure were developed to ensure as much volume could be processed as possible, while still meeting environmental regulations regarding water runoff quality by reconfiguring the water treatment system to capture residues, ash and

Continuation of tree felling at Green Hills Plantation

other impurities before entering natural ecosystems. Additional separation components of the filtering system have been added and electrical water volume and quality monitoring systems were updated. A dam was also built for excessive water runoff over the winter months (also handy for damping down dust over summer), with a jet pump to move the water back up through the water filtration system. Dispersal using an irrigation field as a natural filtration system to purity the water.

Debarking the burnt log has caused extensive wear and tear to componentry handling the logs through the debarking process given the abrasive nature of ash. The additional maintenance focus and intensity has been pivotal to achieving good plant efficiency across the board. Recently we replaced the debarker infeed crane and rotating grab with an Italian made Effer who recently joined Hiab and Cargotec Corporation.

PRODUCTION

Again, thanks to all employees and support staff for their efforts throughout the whole year.

I never thought at the beginning of the salvage program that it would have been so successful. I never doubted the endurance of the site and their commitment to processing the volume, but I thought the trees would have given us more grief than they have. This is again a testament to everyone for facing the challenges that have been thrown at us and the tenacity to overcome any unforeseen circumstances or roadblocks. There has been a quick shift in December salvage log with the density (dryness) starting to quickly change. We always see a change in December and January due to the weather but with the dryness already in the log this is a concern. We will continue to monitor this and change our patterns, drying schedules to extract as much grade as we can to prolong the salvage program. It will get to a stage when we will have to say its no longer viable. I hope that this is beyond January, we will then shift back to green log and get back to normal processing.

PROJECTS

The 2020/ 21 small project program is progressing well with the recent completion of two jobs this month. The Predator Jumbo Strap De-reeler at the stacker is now fully commissioned. The De-reeler has all but eliminated manual handling of strap reels and has significantly reduced downtime for

Replacement Effer Crane

strap reel change outs. The work was completed by our maintenance team in the Drymill lead by Dan Attwood, electrical coordinator and Kurt Greenhalgh, mechanical coordinator.

A replacement deck crane has been installed at the Debarker. The legacy crane has been decommissioned for some time, this has created downtime issues when dealing with log tangles on the infeed and the inadvertent damage by log loaders encouraging the tangles to occur. The cranes installation means it now has longer reach over the deck and can now assist the mechanical teams in their manual handling of gearboxes, deck chains or other heavy items.

It's been a challenging year on all fronts and I hope you all really take the time when on leave to reflect on the achievements that we have all been a part of.

From myself and my family have an enjoyable Christmas, look after your family and be safe.

Rab Green
Tumut Site Manager

YARRAM

The Yarram sawmill and AKD have really put their support around talented and willing employees who are keen to move forward within the business.

A great example of these people are our apprentices on site; Justin Barron and Matt Camburn.

In 2021 we will also be expanding our apprentice numbers with the recruitment of an electrician apprentice.

John Marshall
Yarram Site Manager

Justin Barron

Justin has worked on Yarram site in various roles around the mill, during that time he has showed interest in the maintenance department through helping with various tasks in that field.

With this determination three years ago he was offered a role in maintenance, since then he has completed his 2nd year boiler maker apprenticeship and is beginning his 3rd year starting 2021, Justin has also recently completed his Riggers ticket and Extendable work platform license.

Justin is a local employee with a family in Yarram and has become a definite asset to the site and AKD.

Matt Camburn

Matt has been with Yarram site for nearly four years, during this time Matt has taken on a wood machinist apprenticeship at Yarram site and is due for an April 2021 completion.

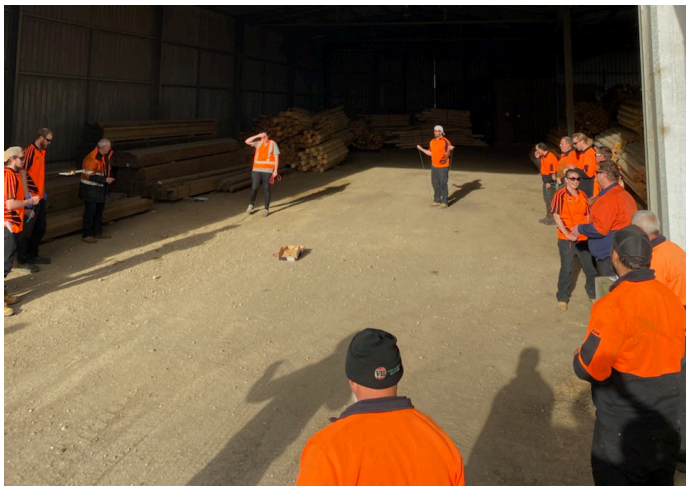
Matt and his partner, Tayla, have recently announced the arrival of a healthy baby girl, Savannah, weighing 10 pound 7 ounces.

Matt is living in Jack River where he and his partner recently purchased a house there only five minutes from Yarram sawmill and look forward to raising a family in the area and continuing to add value to the Yarram sawmill.

Congratulations Matt on both the addition to the family and the near completion of your apprenticeship.

JELFOR

As of December Jelfor Timbers are starting a warm-up program for all our employees. We have had Rebekah from Yarram physiotherapy come over and go through a warm-up routine with the employees, along with providing a printout of the exercises, so they know what they are doing. We are moving towards having a workplace with less aches, pains and strains on employees and ensuring we stretch up correctly prior to commencing manual handling tasks.



As we all know the lead up to Christmas is a period were we all start to think about the upcoming holidays that most employees are going to have, we have been working hard with all employees to ensure that we continue to think about work at work, to ensure we are making the right safety decisions. It is vital that we take the extra minute or two to complete a SLAM to ensure we have assessed all the risks prior to entering machinery. Keep up the great work everyone as we head to the Christmas holidays.

All Jelfor employees completed an employee performance review over the last month, this gave the management team and employees an opportunity to sit down one on one and assess how the year has been. The focus of the review was to identify any improvements that we can make as individuals and support that can be provided by the business to create success for all parties. The feedback from staff was positive and suggested the exercise was a worthwhile experience for all involved.

Daryl Hann
Jelfor Site Manager

PORTLAND PINE

Portland Pine Products celebrates one year of a new customer relationship with One Forty-One. In this time Portland Pine agreed to supply the Jubilee Highway sawmill with posts for their Creosote plant. Production continues to increase as our relationship grows and demand increases to ramp up, helping to keep our employees busy and motivated.

The site is also focusing on developing a new capital project to upgrade our machine centres to accommodate for changes in log length delivered. This will allow us to cut long length logs online, in turn increasing the sites ability to meet customer demand in a wide range of products which are offered. This will also make the workload for our employees easier and less time consuming.

The project has taken a great deal of effort by the team as we are needing to create more space to get the new equipment in. We are hopeful to have the project completed early in 2021.

December is the month where we celebrate the achievements of our AKD Portland Pine lumber legends for our employees that have been with us for a length of time. A morning tea was held to celebrate the following employees. Neil Coustley, Brendan Coustley, Brendon Sharrock, Chris Bridgeman.

Wayne Lawson
Portland Pine Site Manager

AKD

WISHING YOU AND
YOUR FAMILIES A
Merry Christmas
AND A SAFE AND
Happy New Year

Innovation Award Winner

Greg Levinge
Caboolture
Site Manager

AKD Caboolture sponsored the second annual Morayfield State High School Innovations Award. Tanisha Hayman-Fuller was presented with the award on Friday, 20 November at the Award Celebration Assembly. Tanisha was in Year 11 this year, and was very excited to receive the award.

On presentation of the award the principal, Leasa Smith, described Tanisha as someone *"who demonstrates academic excellence and a passion for innovation. Tanisha shows the great employability skills of positive attitude, teamwork, communication, problem solving, self management and a willingness to learn. Tanisha is a fabulous student who upholds the school values and has a great future in front of her."*

Congratulations Tanisha!

Photograph: Tanisha Hayman-Fuller with Morayfield SHS Principal, Leasa Smith

Congratulations Kye Johnstone!

with Ash Britton
Wood Machining
Supervisor - Colac

We would like to congratulate Kye Johnstone (Colac Site), who has just completed of his Certificate III in Wood Machining.

A Wood Machinist is a hidden but critical role in AKD's operations. They are responsible for the quality and machining of the rough sawn timber to the final product for the customer, whether that be for structural, non-structural or engineered product.

Responsibilities include:

- Quality and accuracy of the finished product
- Sharpening knives, profile heads, cutters used for final machining
- Maintenance and support for all final timber machining

Kye's time as an apprentice has been predominantly spent at the Weinig on night shift where he has taken on a more senior role with excellent results. He has also spent time supporting the Coastal Planer Infeed and Grinding Room.

Kye has shown a can-do attitude and great maturity during his apprenticeship. This is shown with his significant role in maintaining the Weinig operations.

Kye is taking up a full-time role with us and the whole wood machining team at AKD Colac would like to congratulate Kye on his achievements and look forward to continuing working with him into the future.

Kye Johnstone

Behind the Tools

with Gordon Kelso
Engineering Manager

Wow! Was that 2020 that just disappeared, the year went by in the blink of an eye!

The last few months have been so busy for the Tumut site. There was great success in fundraising for McGrath Foundation during October, we then moved into Movember and finally OPEX training began with the Tumut leadership group in late November and apprentice interviews.

It has been a pleasure to lead a great team of dedicated Maintenance personnel this year with all the challenges associated with the burnt log and CoVid-19, with the plant running at great levels of production throughout this difficult year. With all the challenges thrown at the team we kept our apprentices on track with teams training; preventative and corrective maintenance completions at high levels to ensure uptime of the plant.

A big shout out is due to the partners of the team. With so much extra effort and time being required to cover additional shifts and maintenance periods, without support from the families this would not have be possible. Exciting times in the department with some first-time fathers, others having their 2nd and 3rd children, marriage proposals and others having success in their sporting fields.

Throughout the last six months improvements by both Electrical and Mechanical Teams have been beneficial to the improvement of run rates throughout the plant.

Congratulations to our 4th year apprentices who are completing their apprenticeships; Nick Webb and Tahlia Owers as Fitters and Josh Webb as an Electrician. Also, a huge thanks to Matt Flenley for the hard work with the team now clocking up five years' service. We also welcomed back Ben Sturt to the Electrical department, as well as Isaac Toppin and Paul Bevan into the Fitters department.

We look forward to the new challenges in 2021 and we would like you wish all at AKD a very safe Christmas and a happy New Year with all your families.

Ray working on an edger sharp chain as part of the replacement of sharp chain in saw box

Nick and Kurt working on the new Waste Shute for the pack saw

Kyle repairing assemblies from the debarker as part of the burnt log operations

MOVEMBER 2020

with Christian Gibbs
Dry Process Manager
Caboolture

Movember, what a great time of the year! Coming straight out of a fantastic month of supporting Pink it Up October, we roll straight into having the excuse for growing the manly moustaches we wish we could sport all year round.

For just one month, we get itchy, we have a bit of banter about the impressive filthy moustache we've grown - or more realistically for some of us - the conversation is more likely ***"I thought you were growing a mo' bro?"*** Ouch!

Movember is about recognising the importance of Men's Health - whether that is prostate cancer, mental health or just general health and well-being. There are many different avenues for contribution - donating money to support those who are growing the Mo', or just having the conversation around all the different aspects of Men's Health which are facing us every day.

Team AKD - Get Your Mo' On! raised **$1,260** towards supporting Movember, great effort team! Special mention goes to Delanie Varricchio and Paul Shurvell, the top two fundraisers in Team AKD.

At the end of Movember, we'd had some fantastic interactions and open and honest conversation, sharing our stories and opening up to our fellow team members. There were a few sighs of relief at being able to shave off what had been achieved, and there were a few Mo Bro's who dared to continue on!

I want to thank everyone who contributed to Movember, whether sporting a Mo', donating to those who grew a Mo', and all of those who shared their stories about Men's Health and gave people a reason to consider getting that doctors visit in.

Next year we'll do it all again - get in there and grow the Mo' and cop the banter - we all need a laugh or an impressive Mo' to marvel at!

Drymill Meeting

H2F Matt Hickey and Tony Ivankovic

Andrew Ash

Darcy Oborne

Delanie Varricchio

Jae Wilde

Terry Austin

In Memoriam of The

Tumut mill had the opportunity to develop product from a small parcel of the Bago State Forest Sugar Pine after an offer from one of our major suppliers, Forestry Corporation NSW. The pines couldn't be saved after the disastrous events of the fires at the beginning of the year. They were originally planted in 1928 as part of a trial of different exotic species by the forestry industry, these were native to the US Pacific Coast. The Sugar Pine Walk is iconic and a popular attraction in the Snowy Valleys as it proves to be a great photo opportunity.

Our management team agreed to donate the finished pine product back to the communities within the Snowy Valleys shire that were affected by the fires at the beginning of 2020. The local Men's Shed at Adelong was recruited and were confident they could make a symbolic piece to be displayed in the town. They are also investing time in making small memento's, to be given to each of the AKD Tumut employees to reward them for working hard and staying loyal throughout this challenging year. Since then, Tumut and the newly formed Batlow Men's Shed have also received a number of boards for small projects. Batlow Technology School also received some pine which is being used in some of the student projects.

Our site also took the opportunity to have our own piece of history built, after Dave Shedden, one of the quality control employees, approached Rab with a proposition. Dave's good friend Ray, now retired, was interested in making items for the sugar pine. Ray spent countless hours making a table which, is on display in the main admin office, in memoriam of the pines. All interested employees have also been donated the sugar pine to make their own special memento to cherish.

Sugar Pines before 2020 fires.

BTS Student sanding door inners for their projects.

Rosin, local harvesting contractors, were the team given the job to fell and process the log. Of this AKD, received a load consisting of 14 large logs. The log was processed through our debarker and sawmill, cut to best utilise varying width boards as well as wide wing boards leaving the bark remaining. They were then kiln-dried at a very slow rate to ensure no cupping and splitting occurred.

The forestry has intentions of planting a new sugar pine forest, though it will take 50 to 60 years before this new forest would even be comparable to the original. The community has mourned the loss of the pines, and is now ready to show unbound support for our memento project as shown in the following article from the 'Tumut and Adelong Times' newspaper.

I also want to say a major thank you to Allan Booby who has headed the cheeseboard project, and spent countless hours communicating with the men and also oiling every single one of the boards himself. Without Allan this brilliant project wouldn't have been possible.

Sugar Pines

with Amy Reynolds
Trainee Admin Officer

ABOVE: Dave Shedden with Sugar Pine Table .

RIGHT: Ray Bryan.

BELOW: Article from the 'Tumut and Adelong Times' Newspaper

4 Tumut and Adelong Times Friday, September 25, 2020

Sugar Pine Walk given a second life in Adelong

Emily Wind

THE ICONIC Sugar Pine Walk that was destroyed during the Black Summer Bushfires will be given a second life in Adelong, with salvaged timber donated to the Adelong Men's Shed by AKD Softwoods to be turned into a variety of products for the community to enjoy.

The popular tourist destination was burnt so severely by the Dunns Road fire earlier this year that it had to be removed to make the site safe again. Whilst the sugar pine trees – planted in the 1920s – were badly burnt, some of the timber underneath the burnt bark was still usable and was able to be salvaged.

Allan Booby from AKD said that the company considered a number of organisations to donate the salvaged timber to, but ultimately decided on the Adelong Men's Shed.

"The majority of it's going to come to the Men s Shed and the guys are going to make some bits and pieces and we're going to donate it back to the community because that's what it's all about," Mr Booby said.

A local Tumut gentleman will also be receiving some salvaged timber to build furniture.

Adelong Men's Shed member Ian Elliott said that everyone is already hard at work creating cheese boards from the timber, hoping to make a few hundred to be given to AKD staff members for Christmas this year.

There are also plans for bigger projects in the works.

"We've been asked to make a memorial board down at the museum ... and Allan's asked us if we'll make a board for up in Batlow, so we'll do the two basically the same and use this wood to do it," Mr Elliott said.

"It's just a memento to give back to the communities because it means so much to (them)," Mr Booby added.

On Wednesday, Mr Booby delivered around two cubic metres of timber to the Men's Shed. He estimates that overall, the Shed will receive around five cubic metres of timber to work with.

Everything created using the salvaged timber will be branded with AKD's logo and the Adelong Men's Shed logo. It will also come with a Men's Shed business card and a note detailing the story behind the timber.

"This board has been made from a Sugar Pine Tree grown in the Bago Forest at Laurel Hill. It is the last of the 92-year-old Sugar Pines which fatally burnt in the disastrous fires of 2020. The pine was kindly donated by AKD to the Adelong Men's Shed, who have lovingly crafted this lasting reminder of a wonderful place in the Snowy Mountains area of NSW," the note will read.

Mr Elliott said this note is important "so that people know where it's come from, and [because] there's such an emotional connection to the Sugar Pine Walk."

Mr Booby believes that it is important to keep the legacy of the Sugar Pine Walk alive.

"We want to prolong it in the community so that even in a couple more generations when the new sugar pine grows, at least they'll be able to say, well this is some of the existing sugar pine," he said.

Mr Booby said that the salvaged timber is being kiln dried, rather than air dried, so that the Men's Shed can have access to the timber as quickly as possible.

"Otherwise if I was to let it air dry, we're probably talking about this time next year before it's ready, because it does take a long time," he said.

"The products already made using the timber are very soft to the touch.

"The material itself as it's grown is a lot softer than the radiata pine that we would process throughout Green Hills, Bago and up through Tumut," Mr Booby explained.

"The sugar pine's not renowned for its structural properties, it's more renowned for building furniture out of."

Mr Booby said that AKD are going to be a "proud sponsor" of the Adelong Men's Shed going forward as well.

"For future needs, AKD is going to supply the Adelong Men's Shed with all the requirements with whatever timber they need," he said.

The Adelong Men's Shed is open to people of all ages, genders and abilities, and aims to bring people together to have fun and partake in a range of activities.

The Men's Shed meets every Wednesday from 9am, and The Hen's Shed meets every Tuesday from 10am. Locals wishing to get involved are welcome to come along.

'We want to prolong it in the community so that even in a couple more generations when the new sugar pine grows, at least they'll be able to say, well this is some of the existing sugar pine'

— Allan Booby from AKD

Left: AKD's Allan Booby with Adelong Men's Shed members Jack Beattie and Ian Elliott at the shed on Wednesday, standing with timber salvaged from the Sugar Pine Walk that was destroyed during the Black Summer bushfires.

Below: Adelong Men's Shed members are already hard at work creating cheese boards from the donated Sugar Pine Walk timber.

Valley Vista
POLL DORSET STUD
ON-PROPERTY SALE
Interfaced with Auctionsplus
Friday October 2
Valley Vista, Coolac, NSW
www.valleyvista.com.au
/valleyvistapd
Stockscan & Lambplan data

Fire recovery blows out staff costs

THE SNOWY Valleys Council has received the last of its Section 44 bushfire funding reimbursements, with a total of close to $2 million having now come in.

The fires have put pressure on the SVC budget in multiple directions, including blowing out cost estimates for the demolition of the Batlow Cannery and increasing staffing costs.

This is the year that the amalgamated Tumut and Tumbarumba Shire Councils were expected to make savings on employee costs, but in a report presented to the Snowy Valleys Council last week, Chief Financial Officer Susanne Andres wrote that the clean-up operations have required extra staff time.

"Employee costs are above budget by 21.5 per cent YTD (year to date), a reduction of 11 per cent on last month's reported figure of 32.51 per cent (above budget)," wrote Ms Andres.

"The above budget employee costs are made up of overtime and staff engaged in disaster recovery not accounted for at time of budget preparation.

"In the winter months, staff would normally be on reduced hours (winter toil), but due to the [illegible]

Harvesting of the pines.

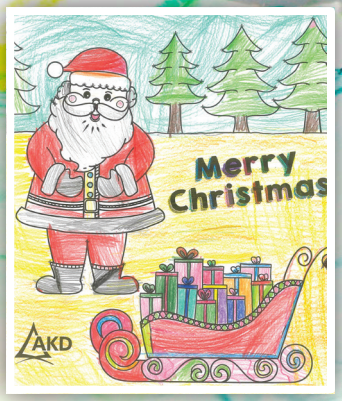
Sugar Pine Logs after Harvest process.

Log after debarking process.

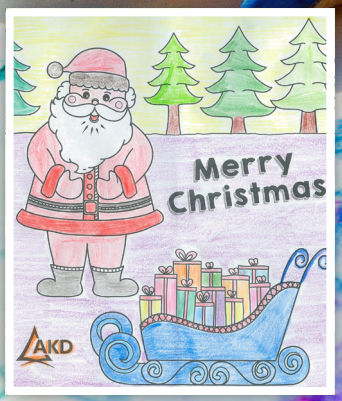
AKD Christmas Colour-in Competition

EMMA BURGESS
AGED 11
YARRAM

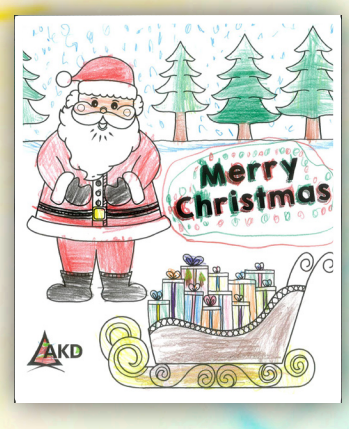
LOSANA EMOSI
AGED 6
TUMUT



MATISSE CLARKE
AGED 6
COLAC

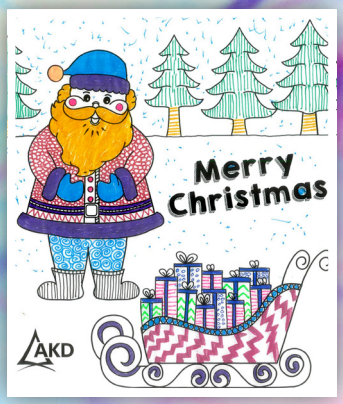


ZALI DUNN
AGED 16
CABOOLTURE



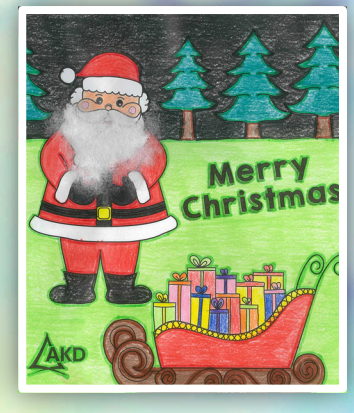
SOPHIE NORMAN
AGED 8
YARRAM

ELLWOOD LUKE
AGED 5
CABOOLTURE

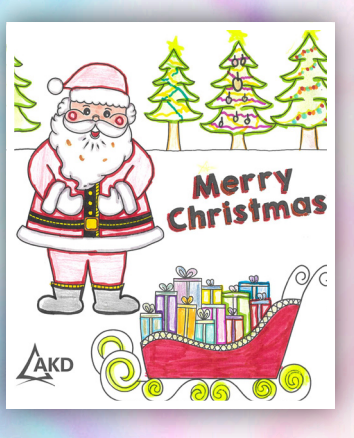


ZAYLEE ANDERSON
AGED 9
YARRAM

ROSALINA MARSHALL
AGED 2
YARRAM



EMILY NORMAN
AGED 14
COLAC



LACEY HOCKEY
AGED 9
TUMUT

ISLA OBORNE
AGED 6
CABOOLTURE

Team Country in ACT Origin

with Mitchell Ivill
Shift Electrician - Tumut

On the 31st of October I travelled to Canberra to play the inajural ACT Brumbies' City VS Country Origin contest.

This was an amazing opportunity as I have been a keen rugby player with our local club, the 'Tumut Bulls' since I was around 12 years old, and over the past few years also getting involved with some coaching.

The 31st was a very wet and miserable day with the game been played at the Royal Military College. The teams were comprised of the best young talent within Canberra's local comp with the exception of five country players (myself included), who were selected from Tumut and Wagga for the 23 man squad.

It was a great, fast paced game to be involved in with team Country winning 41-17, my position in the wing was quite a wet track which limited my involvement, but all in all it was great to meet lots of new people and learn just how different country and city football are.

Mitchell and his sister who supported him on the day.

That's Me

ACT Brumbies Country Team for 2020.

Welcome to the TEAM

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

ALEX LAWRENCE
DRY MILL
COLAC

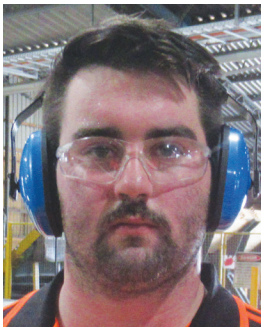
BELLA ROBERS
DCA
CABOOLTURE

BEN MAYWALD
DRY MILL
COLAC

BRETT FARMER
DISPATCH
COLAC

CHRIS STEVENSON
DRY MILL
COLAC

ELIZA WITHALL
FORESTRY
COLAC



GUS MAXFIELD
DRY MILL
YARRAM

INDIKA RAJAPAKSHA
DRY MILL
COLAC

LEANNE ROBINSON
ACCOUNTS PAYABLE
COLAC

NICOLE VERESS
DRY MILL
COLAC

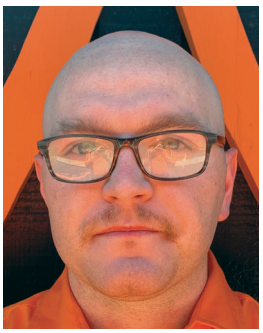
NOEL THEOBALD
DCA
CABOOLTURE

PAUL BEVAN
MAINTENANCE
TUMUT

RHYS TRINCA
DRY MILL
COLAC

SCOTT TIMMINS
DCA
CABOOLTURE

SIMON WOODROW
RAM
COLAC



TAYLOR DOHERTY
DRY MILL
COLAC

WILLIAM PLATSCHINDA
MILL HAND
JELFOR

NOT PICTURED:

HAYDEN McCARTHY
GCA
CABOOLTURE

IAN RUDDIMAN
GCA
CABOOLTURE

LIAM HARVEY
DCA
CABOOLTURE

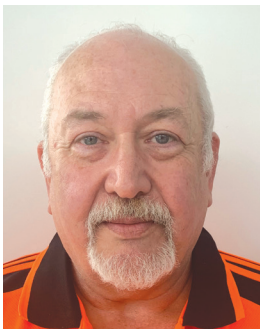
HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
John Lanyon	40	GMT	TUM
Davin McNaughton	10	GMA	COL
Matthew Flenley	5	RAM	TUM
Glen Darroch	5	GFN	COL
Aaron Adrichem	5	DMD	COL
Joseph Manton	5	GMT	TUM
George Perkovic	5	RAM	CAB
Philip Trevor	5	RAM	CAB
Brenton Lowen	5	SAW	IRRE
Russell Booby	5	GMT	TUM

BEN MCDONALD
RAM
COLAC

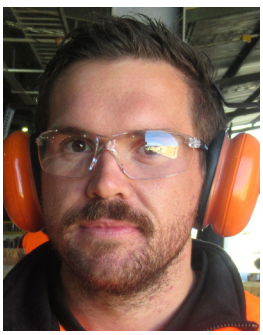
BRANDON STUART
MILL HAND
JELFOR

JACK BURGESS
KLN
CABOOLTURE



JAMIE DAVIES
DISPATCH
COLAC

RICHARD PIERCE
ENGINEERING AND RELIABILITY MANAGER
COLAC



SCOTT BROWN
GREEN MILL
YARRAM

Lets Get Social!

Follow AKDSoftwoods

It's a Girl!

Kavitha Mohan, from the Colac finance team, and husband Neel, welcomed a girl *"Pirai"* on 18th November weighing 7lb 14oz.

The Wrap-Up

Well here we are, at the end of what has been an incredible year for all of us. 2020 has been a year full of unexpected new experiences and whilst it has been difficult navigating life with CoVid and our "new normal", I am very proud of how quickly and how well AKD adapted to this change. Our ability to adapt so quickly is what makes us resilient and what has got us into a solid position as we head into 2021.

> "OUR ABILITY TO ADAPT SO QUICKLY IS WHAT'S GOT US HERE"

I encourage you to think back on the year we have had. The year started with the devastating bushfires and before we could recover from this we were hit with a global pandemic, something which none of us knew how to handle.

But rather than thinking about the events themselves, I want you to think about the individuals who helped you, and how we got through what was such a challenging year at work and in our personal lives.

Of course, the year has still been extremely challenging and to now be at the Christmas break is like the reward we've all been waiting for. It is a chance to sit back and relax and truly take in what a crazy year it has been. Even more importantly however, is that it's the chance for all of us to give thanks to one another. The joy associated with giving is so much stronger than receieving.

Christmas is a fantastic time of year and it is an opportunity to give and receive (not just presents) but also our "time." We often time forget TIME is perhaps alot more valuable than material gifts. This is something that living in a world with CoVid has made us all more aware of.

At work, thanking someone for their time and hard work is incredibly powerful. to thank someone you work with, or someone in your team is a fantastic gesture that builds a better workplace culture, one of care, respect and collaboration. Even as a manager or as a leader, one of the best feelings is being recognised by your team or colleagues for the work you are doing and whilst we certainly don't do these things for praise, it is encouraging and rewarding when we are told by others they appreciate us or the hard work we do.

We often talk about the AKD Team as a family and leading into the Christmas break it is so important to look out for family – both the ones we have at home and those at work. I realise it's been a tough and tiring year and I thank each and everyone of you for how you've handled yourselves throughout the year, and how you've uplifted one another to help get us all through. The support of friends, family and colleagues this year has been amazing to see, and it shows that above all, at AKD that we look after one another.

I would like to thank and acknowledge the Maintenance Crews in the lead up to Christmas and over the New Year period. While the rest of us take a break, these crews will be working around the clock to ensure a safe start-up in 2021. Your time during this period is greatly appreciated.

Have a fantastic and safe Christmas break, hopefully you can get away and relax and have a decent break from work and allow your mind and body to rest and rejuvenate.

So I want to finish by recognising you, by thanking you and encouraging you to give time to yourself, your friends and family. I once heard that when thinking about family, love is spelt T.I.M.E so give the gift of Time over the next few weeks and I look forward to us all returning in the New Year refreshed and ready for our new challeneges.

Take care, Ka kite anō.

Shane Vicary
CEO