

THE SPLINTER



Caboolture's Greenmill infeed - James Price



AKD EMPLOYEE NEWSLETTER

EDITION 37

JANUARY - FEBRUARY 2021



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Considered a Change



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

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AKDSOFTWOODS

www.akd.com.au

Up coming events

March

MON	TUES	WED	THUR	FRI	SAT	SUN
1	2	3	4	5	6 Central Coast International Women's Day Expo The Entrance NSW	7 Clean up
8 International Women's Day LABOUR DAY (VIC) PUBLIC HOLIDAY	9	10	11 NRL ROUND ONE	12	13 Rock The Turf 2021 Tumut NSW Walk 'n' Talk For Life Oberon NSW	14
15	16	17 ST PATRICK'S DAY	18 AFL ROUND ONE	19	20	21
22	23	24	25	26	27 North Lakes by Night North Lakes QLD	28
29	30	31				

April

MON	TUES	WED	THUR	FRI	SAT	SUN
			1 Tarra Easter Festival 1st-5th Yarram VIC Central Coast Easter Market and Carnival Gosford NSW	2 good Friday GOOD FRIDAY	3	4 Easter Sunday
5 EASTER MONDAY PUBLIC HOLIDAY	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25 ANZAC DAY Left We Forget
26 ANZAC DAY PUBLIC HOLIDAY	27	28	29	30 Gellibrand River Blues and Blueberry Festival Gellibrand VIC		

YOUR HEALTH AND WELLBEING

HEALTHY 'SWAP' IDEAS

POTATO CHIPS ↻ LIGHTLY SALTED POPCORN
SOFT DRINK ↻ INFUSED WATER
MILK CHOCOLATE ↻ DARK CHOCOLATE

DID YOU KNOW?

600ML SOFT DRINK
= 16 TEASPOONS OF SUGAR



STILL TIME TO ENTER

AKD FOOTY TIPPING COMPETITION 2021

*Open to all AKD Employees and Customers**

1ST PRIZE = \$1000
2ND PRIZE = \$500
3RD PRIZE = \$250
LEADER PRIZES AT WEEK 8 AND 15!

HOW TO ENTER:
create an account at
www.footytips.com.au
and search for 'AKD'

Passwords:



'AKD08'



'AKD19'



*pick one OR
go for both*
PRIZES APPLY FOR EACH

SEASONS START



MAR 11th



MAR 18th

And just like that we are full steam ahead into another year – I hope everyone had a nice (albeit short) break and a chance to relax!

The year kicked off with our annual Safe Start Up day – I have received positive feedback and seen a lot of photos from each of the sites, and it appears to have been a success, providing our teams with some key and very important safety messages.

The video that was shown on the day sums it all up – we all have things we enjoy outside of work – and that's why we should **choose to be safe**.

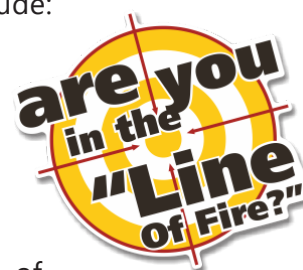
2021 will continue to be heavily focused on **'making safety personal'** – please, don't see safety as "something the business tells me to do", choose to be safe for your own reasons – it really is worth it!

A HUGE shout out to everyone that has been involved in the Safety Posters and the Safe Start Up video – you are all superstars in the making and shows your individual safety leadership – thank you!!

As a business we are continuing to drive more proactive reporting and processes - with an emphasis on hazard identification and the introduction of the Safety Interaction program; both of which are proving to be beneficial. As shown below, as our hazard reporting is increasing – our incidents are reducing, which is exactly what we want to see.

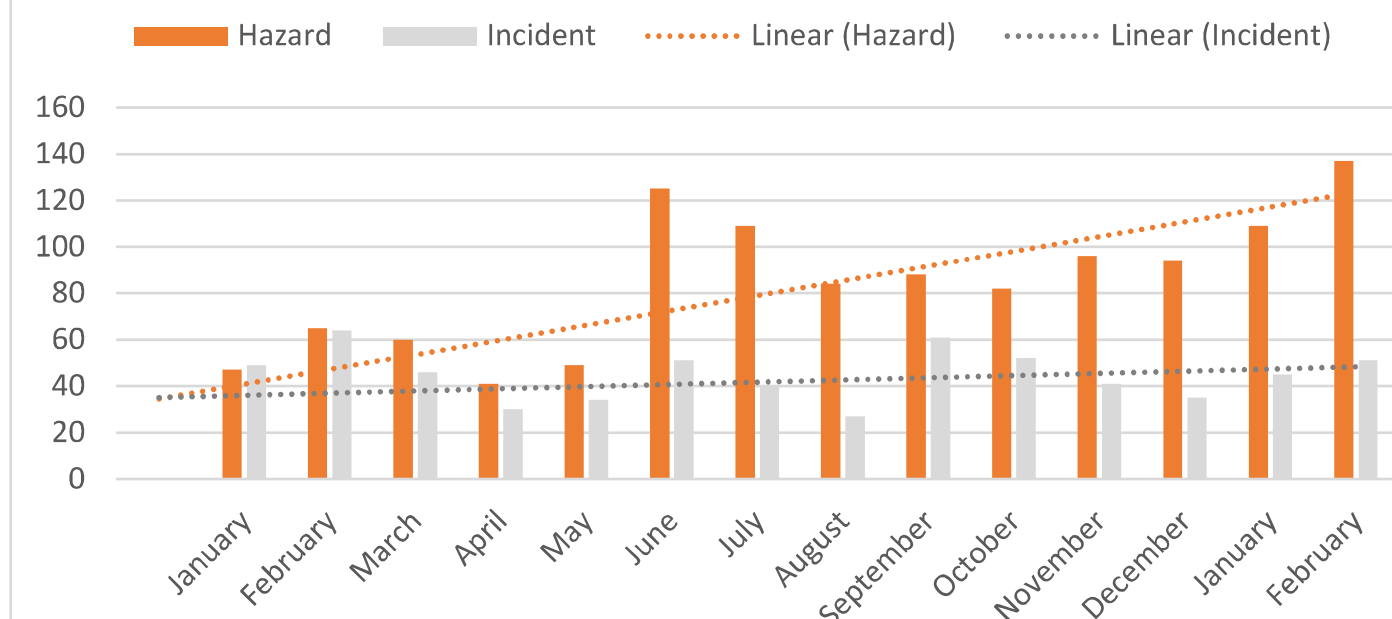
With the majority of incidents that have occurred over the recent months involving Line of Fire hazards, the months of January and February will be focused on this topic. The simplest way of describing "line of fire" is when a part of your body is in harm's way – this can include:

- Being struck by something
- Being caught in / between something
- A release of energy



Improving Line of Fire type of events requires some thinking and planning – particularly for those tasks that are

Hazard v's Incident



JULY							AUGUST							SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER								
SU	MO	TU	WE	TH	FI	SA	SU	MO	TU	WE	TH	FI	SA	SU	MO	TU	WE	TH	FI	SA	SU	MO	TU	WE	TH	FI	SA	SU	MO	TU	WE	TH	FI	SA	SU	MO	TU	WE	TH	FI	SA		
			1	2	3	4	30	31									1	2	3	4	5					1	2	3	1	2	3	4	5	6	7				1	2	3	4	5
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8			
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	18	19	20	21	22	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	25	26	27	28	29	30	22	23	24	25	26	27	28	28	29	30							
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31	28	29	30				27	28	29	30	31					

Safety

with Toni Kirkup
National Health & Safety Manager



seen as 'routine'. We can often fall into the trap of complacency for the tasks that we complete frequently and a lot of the time – these are the activities that require the most thought.

Additionally, the Safety Interaction program commenced in September 2020 – again, as you will see below, since the SI introduction – we have not had a Lost Time Injury.

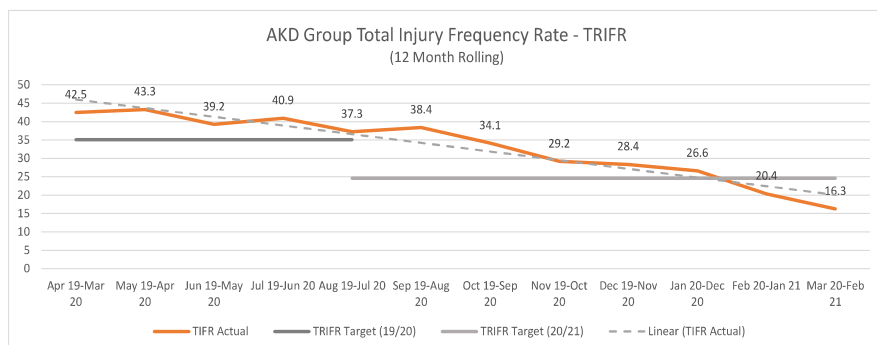
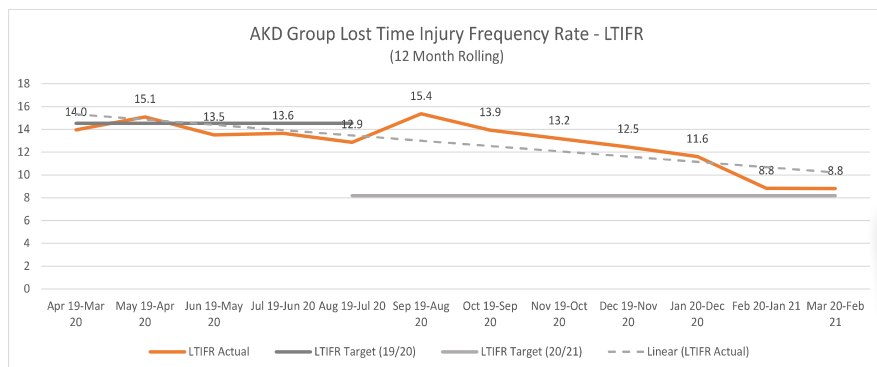
1528
Safety Interaction
since program
commenced in
September
2020

While we use graphs and data to display our performance – it is not about the 'stats' for us. The stats simply demonstrate that we are injuring less people and that is our ultimate goal.....we ARE moving 'Towards Zero'.

To finish off, I will leave you with this thought.....often we hear people saying "I don't have any assets...I don't have any investments..." – YOUR body and your mind is your best asset – you need to look after yourself both physically and mentally so you can continue to work and make money

Let's have an even safer year this year & work together to continually improve.

Take care & stay safe everyone!





CABOOLTUR

AROUND THE GROUNDS

Yep – we're back, and already January has gone! It does not seem like we even had a break. Time for a big shout out and recognition for all those employees who worked through the short Christmas shut down period to service the site and mill. A big thank you!

For the lot who had a staycation, the break was welcomed with open arms with too much food plus the alcohol (felt like we were back at our Christmas party!).



Great night by all with the chance to let out hair down with food, music, bowls and drinks!

In 2021, the Caboolture site will see some radical change in the way our site looks and operates, and in the teams, who are pursuing personal and team growth to support that infrastructure through social contracts and onboarding of new people.

Our Safe Start consisted of a number of activities put together by the Safety Committee and site leadership group, designed to ensure we continue on the hard work from 2020, to stay focused and really bring



Front storage area civils stage 2

the why we stay safe at work to the forefront of our decisions and behaviours when onsite. It was a great effort from all, and another enjoyable start up day of interaction and engagement.

As we process the site upgrades and prepare for the future phases we are conscious this year will be challenging. It will require us to focus on our behaviours, be willing and ready to support and help change.



Greenmill Sawdust Bin New Home – Civils and structural work preparation

As the Queensland market sizzles away, we are pushing hard to match the fantastic work done by the AKD sales teams. The site has had a strong start to the year and plan to support this with consistency in our production whilst we strive towards zero injuries.

We have seen a number of new faces in our teams both in operations and trades including six (yes six!) new apprentices who commenced their new careers this January. It's great investment in these people and the site, ensuring we have depth and succession for our hard-working trades teams. The productions teams have also seen cross training employees to provide flexibility.

Project Blizzard updates are better listed as pictures rather than words! As mentioned, we have commenced with the first two stages which includes the sawdust clam bin upgrade and relocation, as well as the Kilns and Boilers Fuel Shed rebuild. A third project as part of Project Quickening was the restoration of old carpark area to storage area – man was this a challenge, but it is looking awesome!

To all AKD employees onsite, thank you for your commitment and engagement in shutting down and starting the site safely!

Greg Levinge

Caboolture Site Manager



Dan Stephens (Fitter) -assembling the Ahlstrom saw box

HEALTH AND SAFETY

Sometimes, it's the little things that can make a big difference.....

The team in the Greenmill had a hand injury reported late last year. This triggered a review of line of fire issues within the Valley #1 area.

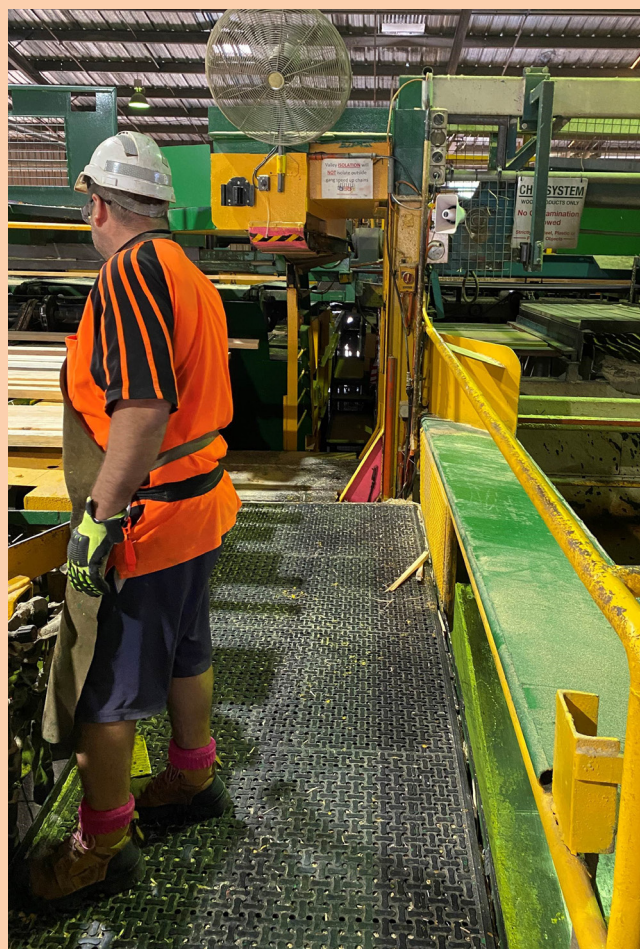
The Manager and the employees reviewed the area and the tasks and found it was a really poor setup for them – not surprised, as we had a handrail right behind them where they are required to slide reject timber. As they pull the boards behind them, the handrail is right in the way of their hands path of travel.

It was decided that if the handrail was moved further towards the reject deck, it would provide clearance for the hand movement when moving reject boards. The handrail will still provide its function of separation to the reject deck in its new position.

While the initial injury was minor in nature and could have been accepted as a low level risk – the team knew this was an area that could be improved, reducing the risk of a similar injury in the future.

This type of approach is exactly what we want to see – identifying & addressing Line of Fire issues, engaging with the teams and getting a outcome.

What other areas are out there that could be improved?



Colin Balboni

EHRS Manager - Caboolture



📍 COLAC-IRRE

AROUND THE GROUNDS

I am pleased to be reporting on a safe and productive period leading into and throughout the Christmas period.

We had a fantastic safety record throughout all of December as well as the majority of January. This is often the hardest time of the year to ensure people stay safe and the result is a credit to the team – well done, keep it up!

The maintenance shut over the Christmas period was a success, with all planned major works completed as well as some opportune jobs. I'd like to thank those staff that worked through this period to ensure 2021 kicked off in a safe and productive manner. All areas had works undertaken, however the main area of focus was the Colac Green Mill sawline which had numerous jobs completed to continue to drive its performance in 2021.

On that note, the 2021 safe start-up was conducted in early January with all available staff taking part.

The day involved a run through of the safe start-up company video, line of fire training, hazard hunt and a practical view of blind spots from the view of a loader. The blind spot demonstration was an eye opener for many and showed why we need to be so vigilant around our mobile plant given their limited vision.

January production post the Christmas shut has started well with no major breakdowns to speak of and a reinvigorated and rested workforce. The decision has been made to stop Colac Greenmill overtime shifts in order to achieve more touch time

GMC HSS works



WARRA

with the machinery for maintenance and therefore increase overall uptime to drive productivity. There are some positive signs at the back end of January with the last week of production averaging 88% uptime and 143m³/hr.

Irrewarra has started up strongly despite some maintenance issues with the EWD gang saw which have now been rectified. The team continued training in various roles and have started training outside of production hours to increase experience and overall production.

Hamish Little

GM Operations and Interim Colac Site Manager



HEALTH AND SAFETY

As we moved towards the pointy end of 2020, the spotlight was thrust on hazard identification and reporting in a bid to curb incidents and near misses across our Colac and Irrewarra site. This renewed focus along with an appetite for continual improvement produced positive results throughout the Maintenance Shutdown Period and provided a solid foundation to launch in to 2021.

The Safe Start Up program, which reiterated the importance of Hazard ID, as well as touching on

Mobile Plant blind spots and Line of Fire was well received and the fruits of that labor are being well reflected in the safety performance to date.

The exciting, Site Crossover Upgrade Project has been approved, and commenced to kick off 2021. This project supports the sites commitment to continual improvement and will go a long way to pushing us in our pursuit "Toward Zero." Planning of this project dates back well before the beginning of this financial year, so to see it get underway is a milestone in itself. The upgrades were a commitment to the Colac Site Safety Plan and further improve the separation of Mobile Plant and Pedestrians.

A subsequent review of site signage will be undertaken in the coming weeks. This will look to support the Site Crossover Upgrade and look to improve vehicular movements around site and further imbed the site Traffic Management Plan.

All in all, it's a really exciting time for the Colac and Irrewarra sites as we strive to build a safe workplace for everyone.



Steve Wintle

VIC Health and Safety Manager





TUMUT-GILMORE

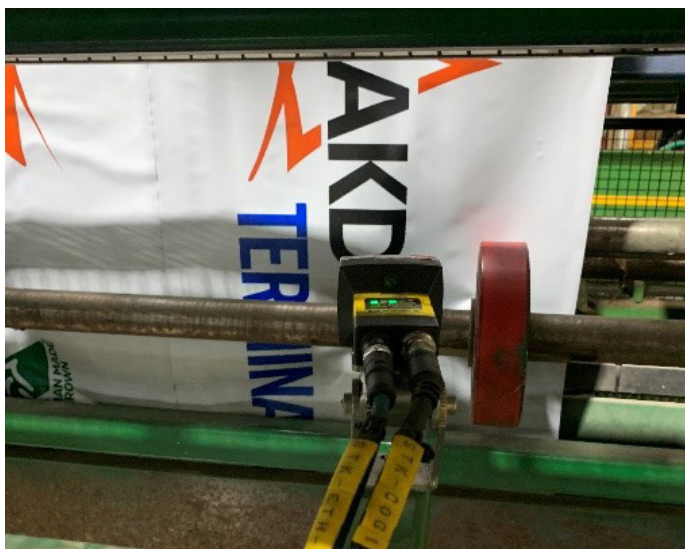
AROUND THE GROUNDS

Tumut Pi/Projects

Plastic Pre-Positioning

Our dry mill team focused on the challenge to ensure all packaging leaving site is compliant to packaging standards and is presented to our customers at the highest standard.

Our presentation standard is for the company logos to all be uniform and equal on packs. The packaging line at the dry mill is fully automated, plastic wrap layout is delivered to the pack prior to arriving at the 2 people wrap station. The task was to present the wrapping plastic with the logo in the same position for all pack lengths, to enable the operators to apply the plastic in an efficient and identical manner. Dry mill electrical coordinator, Dan Attwood and mechanical coordinator, Kurt Greenhalgh devised an integrated system utilising smart camera technology for correct logo position detection and pre-cut the plastic to allow for the identical presentation of plastic wrap on the pack. The result so far has seen a positive improvement in pack presentation off the packing line leaving site.



Logo Detecting Smart Camera

Maintenance

The annual maintenance shut has been completed with the remedial work in response to the salvage project completed on time. The shut opportunity window was reduced this year, though planned civil

work in the Log yard was still completed. It was due in part to a great response from our contractors and employees and the work carried out during the year to maintain the log storage areas and access roads were beneficial. The larger failed concrete road areas were able to be completed by having a 2-shift approach where possible, so the excavation teams could stay in front of the concreting crews.

Salvage

The Salvage Project has been an interesting time for both Tumut and Gilmore teams. Response plans and infrastructure completed for the processing of burnt log has had positive outcomes that can be used as ongoing procedures for the site, even when the green log returns later in 2021. This includes the work on Debarker reliability and performance under the guidance of Robert Sturt, debarker mechanical coordinator.

Log trials, data collection and process monitoring for grade, MOE and drying flexibility have provided good comparison data. This work was completed by Allan Booby, Mark Diedrichs, and Kim Harris will have ongoing benefits as wood quality and value become large business drivers. We approach 2021 with firm commitment to processing remaining salvage resource (expected completion by end of February,



Bark on are being re-aligned.



Log rows after hard standing re-alignment.

MORE

a possibility of unitizing older resource on steeper slopes also holds a chance to continue salvage for a couple of months), and further placing our efforts on efficiently processing the green resource as it comes back on stream.

Production

January proved to be one of the toughest months so far with salvage log processing. We have seen the log finally dry out with a m3 to weight ratio of 1.13. Under normal processing the log would be much heavier with a ratio of 0.96 m3 to the ton. Log diameters have come down significantly with FCNSW cleaning up salvage areas. As the salvage begins to conclude the site needs to ensure the mixture of green to burnt log is still managed well to ensure we get the best grade out of the combined resource. A credit to the whole

workforce for the effort and focus on ensuring the salvage program was so successful.

The challenges are still coming with processing green fibre and reviewing log volumes and site production post June. Over the coming months we will work through scenarios and ensure everyone kept in the loop with what the future holds. Work will also begin on options around a new saw line to process the anticipated smaller diameter logs and be able to recover more fibre.

Again, thank you for everyone's efforts.

Rab Green

Tumut Site Manager



HEALTH AND SAFETY

Let's be honest with ourselves, at some point, many of us have attempted to pick up a wheely bin and place it on the back of a ute or in a trailer. We do this task without a second thought, or even considering that it may pose a potential risk of injury, and why would we?

Well, bins in general are an awkward item to handle. Whether they're empty or completely full, they can also hold quite a bit of weight in them. This increases the potential for a serious injury to occur, including muscle pulls and back incidents. Recently, we have taken action to eradicate this hazard and are now trialling a new Sulo Bin Lifter, currently underway in the Dry Mill.

Initially, we have had to make some minor adjustments to the chain, that enables greater security between the lifter, and the forklift tynes. These changes are in accordance with the longer tynes on our machines. Much like all forklift hoist attachments, there is always important safety and compliance components that need to be addressed and adhered to.

To ensure the safe use, we have developed a risk assessment, pre- inspection checklist and an SOP for those using the lifter. This ensures all aspects



of the procedure are safe and suitable, allowing for a smooth execution.

The trial has proven to be positive, removing human intervention and allowing AKD to eliminate harm to our workforce. Great work by those involved!

Rodney Sutton

EHSR Advisor - Tumut



YARRAM

AROUND THE GROUNDS

Start of stage 2 Dispatch Truck Parking

The Yarram Mill has another project to improve safety for the site and the local community. Our focus was to get parked trucks that are waiting to enter the site off the road.

Given the location of the mill, along a two lane road that is 100km/hour, the size of the trucks coming and going, its not hard to see the potential safety hazard, especially on foggy mornings. 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 was to create an offsite parking location at the entrance. We have created a new incoming

parking/entry at Gate 2, allowing for up to 4 trucks to wait off the road. This has extended the outgoing parking area, to allow for trucks to remain off the road while they attend the site office.

The incoming parking/entry 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 Rd to the proposed new parking/entry, completed with new road base.

This final part of the project has been a big positive for safety to Yarram AKD site, many parked trucks off the road.

John Marshall
Yarram Site Manager





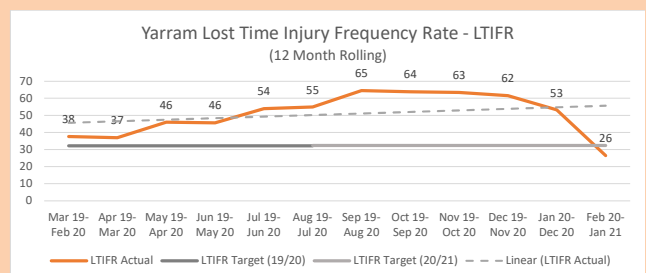
HEALTH AND SAFETY

Look at these results – what a team effort!

It was so good to have a bit of a break at the end of a rather 'interesting and changeable' year – hopefully, everyone had a chance to relax and enjoy the time off.



In 2020, the Yarram site had a significant increase in the number of Lost Time Injuries, with the majority of these being related to manual handling.

Lost Time Injuries ultimately mean our people are injured to a point they need time off work, but more so, the injury will impact on their life outside of work. This may mean they can't go fishing that weekend or play the sport they enjoy.



The site placed a huge focus on this during the year – we engaged a physio to review our tasks and provide us with ways to improve. The Yarram team have been working hard to improve our design & layout of plant, activities, processes and also take personal ownership in completing our stretches & getting our bodies ready for the day!

While we still have work to do, it is a great result to see our injury rates dropping – this means our team members are not being injured and will be able to enjoy each and everyday when they get home from work. Well done Yarram – let's keep up the great work in 2021!

DYNAMIC WARM-UP (All areas)			
	How Much?	How to do it?	Why do this?
 Marching on Spot with swinging arms	30sec Total	March and swing arms at the same time	Moves many joints and big muscle group
	Alternating Legs (10-15 steps on each leg; total 20-30)	Match the lifting knee with the opposite arm swinging Lift knees as high as comfortable Swing shoulders and lift arms up to chest height	Increases the heart rate and blood pumping to the body
 Kick Backs	30sec Total	Stand on one leg	The legs are the power and support to the whole body and especially the back
	Alternating Legs (10-15 kicks on each leg; total 20-30)	Kick the other leg back behind by bending the knee The heel can kick back as high as comfortable toward the buttocks	

Graham Clarke
EHRS Advisor - Yarram





JELFOR

AROUND THE GROUNDS

Welcome back to a new year, let's hope this year is much better than last.

December at Jelfor saw a safe shutdown of plant and equipment with most employees going home to enjoy the very well-earned break.

Over Christmas our maintenance team worked tirelessly on some of our machine centres to ensure they were all ready to go on start-up day 2021.

Start-up day for the site was a great success, a big thank you to all those that helped us on the day. Graham Clarke from Yarram delivered a presentation online around the hazard of fire, which was well

received. The site also participated in fire extinguisher training, conducted to help hone in the skills of our employees and compliment Graham's presentation, preparing us for the event of a fire at work, at home or in the community.

During the break we worked on procuring a new Telehandler Handler for the site, adding to the existing fleet, and we were lucky enough to find a machine. It has now been delivered to site and placed into service. Many happy smiling faces were seen onsite when the new machine arrived.

Daryl Hann

Jelfor Site Manager





PORTLAND PINE

AROUND THE GROUNDS

Portland Pine production employees returned on the 12th of January after a well earned Christmas break.

Upon their return to work, employees were involved in a hazard identification exercise designed by the AKD safety team.

A few minor hazards were deliberately placed around machine centres to encourage the employees to think about hazards. This triggered the employees to think about other issues they deal with daily that can be eliminated by some careful thinking and planning.

As a result of the exercise 41 hazards were identified that have now been entered into risk manager and six have been completed within the first two weeks.

As the tasks on site involve a lot of manual handling a manual handling SOP was developed for new employees entering the business in the aim to reduce the gap between an experienced and an inexperienced operator. This was rolled out to the current work force as part of the safe start up session.

Wayne Lawson

Portland Pine Site Manager



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

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

NSW: Janice McDonald **QLD:** Rosanne Mollenhagen

YARRAM: Lauren Beattie **PPP & JELFOR:** Kerrie Gabb

COLAC-IRREWARRA: Sophie Devine

AKD's Fire Season Readiness

with Alan Rossouw
Silviculture Manager



The region has had a mild start to the fire season compared to last year, but conditions can change quickly and AKD is ready to respond if needed.

AKD forestry division works on a risk-based approach to ensure the protection of our plantations from fire. Undertaking strategic modelling and risk assessments in the lead up to fire season ensures preparation works and our fire response capability is to a high standard.

Fire season preparedness includes maintaining clear safe access to each site for vehicles and fire trucks. This includes a firebreak works program as fire season approaches, which creates a gap in vegetation and acts as a barrier to slow or stop a fire. This season's firebreak works program required approximately 1200km spraying, 1200km ploughing and 4400km slashing of breaks.

AKD is a member of the Country Fire Authority (CFA) and has its own standalone brigade (Forest Industry Brigade) under the CFA banner. AKD has eight fully trained fire brigade members that are led by our Brigade Captain Russell Rodda.

During fire season, AKD has Officer's rostered Fire Duty Officer on call 24/7. The Duty Officer's role is to monitor fire alerts, ensure resources are on standby by for high fire danger days and despatch resources when AKD assets are threatened.

AKD also draws on its fully trained contractor resources to engage in fire-fighting duties, as well as heavy plant including dozers which are often deployed during a fire to put buffers around the fire zone.

On High Risk days, works are suspended in plantations to minimise risk and ensure the safety of employees as per the AKD Fire Protection Plan.

Fire can have an enormous impact to life and property and it is in everyone's interest to ensure that their actions at work and play are undertaken to ensure we avoid the risk of fire.



2021 Gap Year Employees

with Michael Swanson
Recruitment Coordinator
and Meg Nelson
HR GAP YEAR



After three successful years of running our Gap Year Program we are ready to jump into year four with the recruitment of six new Gap Year Employees. After the success we have had in previous years of the Gap Year Program, the 2021 program will be no different and all the new employees are itching to make their start at AKD Colac this year.

This program aspires to make a greater connection between AKD and the community by building relationships with the local schools and youth by providing an opportunity to explore different career opportunities available to them in their own hometown.

The Gap Year Program offers action-oriented work experience, inviting the Gap Year employees to perform tasks within the business, granting them the skills needed to work in a 'real world', fast paced professional environment, all while teaching them valuable skills which they will be able to carry with them in their future studies and careers.

The new employees are spread throughout various aspects of the business including Forestry, Repairs and Maintenance, Human Resources, Reception and OHS/Wellbeing. However during their 12 months,

while each employee is assigned to a particular area, they will be exposed and gain experience across a number of aspects of the business. When asking Repairs and Maintenance Gap Year Employee Brodyn Harty what he was most looking forward to as a part of his gap year experience he voiced that he was "Looking forward to experiencing what it's like to work in a team within a professional environment".

The program also aims to align the Gap Year employee's role at AKD with their plans for future study. OHS and Wellbeing Gap Year Employee Abbey Hall expressed that she is "Really excited to broaden her workforce experience in a role that aligns with my chosen university studies". As Abbey plans to study dietetics at university her role in the OHS and Wellbeing area will be primarily focused upon nutrition allowing her to gain knowledge in the field that she hopes to pursue a career in.

We wish the 2021 Gap Year employees all the best for their year ahead with AKD and welcome them to the business. Please be sure to say hello and make them feel welcome as a part of the AKD community.



AKD National Appren

Please join me in welcoming AKD's newest apprentices!

The start of 2021 saw AKD undertake its largest ever introduction of Apprentices into the AKD Group, taking overall apprenticeship numbers across the business to almost 50.

This growth was driven by AKD's core pillars of 'Taking a long-term view' and 'Developing High Performing Teams'.

Our Apprenticeship Program is a key people development stream for AKD, developing individuals to maintain and enhance our technical capabilities. Apprentices and Trades are vital for AKD; installing and maintaining our saws and equipment,

improving operational safety and optimising the performance and effectiveness of our operations.

With AKD being the largest saw milling business in Australia, we have a clear objective and desire to support and develop our Forestry and Manufacturing trades. Creating opportunities and experiences which develop the best possible tradesperson and help build AKD and the individuals up for a successful future.

The successful candidates are committing to either 3 or 4 years of schooling and on the job learning, depending on the trade. They are making a commitment to their own development which will take time and effort and by no means is a walk in the park. We are appreciative and proud of the individuals taking on this opportunity.

We congratulate the successful candidates and wish them all the best in their new roles.

There were **286** applications nationally, from internal and external candidates, a great response.

30% of the positions were filled by **females**.

About **70%** of the positions were filled by **existing** AKD employees.

The average age for the applicants was **23.5** With the youngest being **15** and the oldest being **51**.

Keep an eye out for other apprenticeship and/or development opportunities available in the near future...

nticeship Program

with Mark Costoloe
National Training Manager



AIDEN LEAKE
FITTER & TURNER
TUMUT



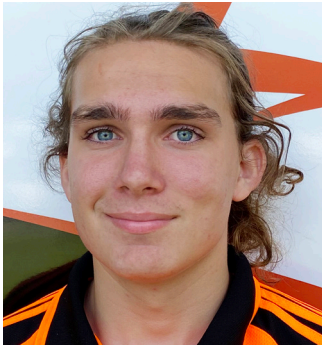
BROOKE SCHULTZ
WOOD MACHINIST
CABOOLTURE



CORY GRIERSON
SAW DOCTOR
COLAC



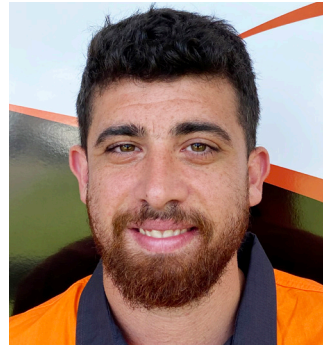
DANIEL BOOBY
SAW DOCTOR
TUMUT



DANIEL MCNABB
SAW DOCTOR
CABOOLTURE



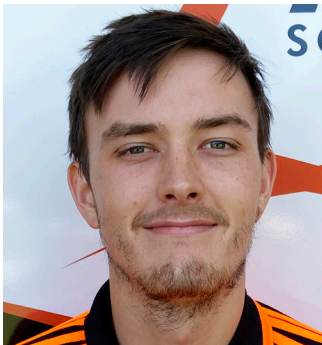
DYLAN BATES
ELECTRICIAN
TUMUT



FRANKIE KATSOURIS
ELECTRICIAN
TUMUT



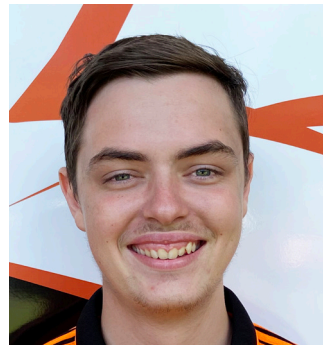
ISABEL FYFFE
ELECTRICIAN
YARRAM



JACK STEER
FITTER & TURNER
CABOOLTURE



JASON MITCHELL
WOOD MACHINIST
COLAC



JESSE BARROWS
FITTER & TURNER
CABOOLTURE



JUDITH ENETAMA
WOOD MACHINIST
COLAC



NISSA PENDER
SAW DOCTOR
COLAC



RILEY MURDOCH
FITTER & TURNER
YARRAM



STEPHANIE MCGUANE
FITTER & TURNER
COLAC



TAYLOR JAMES
WOOD MACHINIST
YARRAM

From Behind the Tools

with Gordon Kelso
Mechanical Supervisor Tumut



We welcomed 2021 with a very quick 4 day shut of very intense maintenance and back producing timber on the 4th January.

I hope all had an enjoyable break with family and friends.

What a difference 12 months makes; it was this time last year, the huge bushfires took off throughout the Snowy Valleys area. This year has been very mild summer so far, with only a few very minor fires over the long weekend, though I'm sure these would have brought some anxiety, "Not again!".

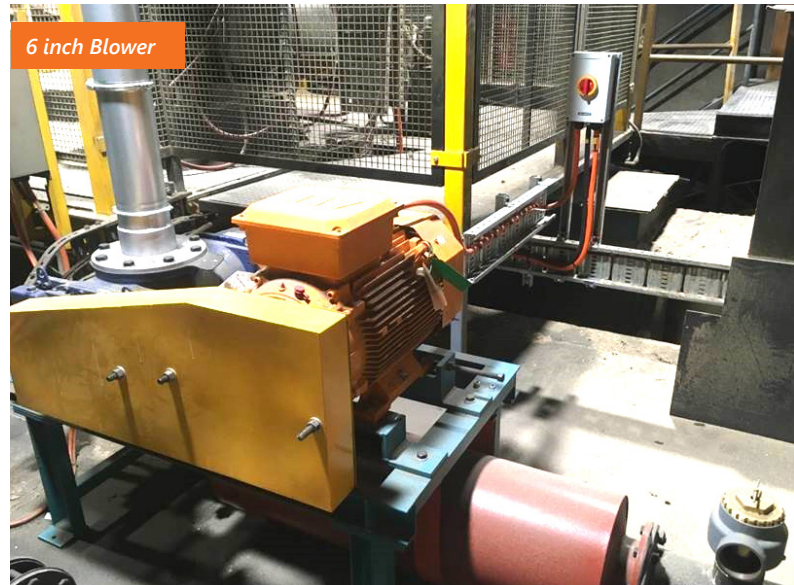
The short maintenance break meant the Tumut team put in a tremendous amount of effort to do some major upgrades across the plant; including:

- replacing 1840 feet of J-bar chain
- replacing over 400 J-bars
- Kiln 8 - complete re-wire from switch room to Kiln including cable tray,
- sorter ethernet, prox and cabling upgrade
- edger reman head removal, new chain runners and press frames fitted
- new 6-inch blower and pipework
- new 10M/W wet belt installed in the boilers
- trimmer MCC contractor complete upgrade
- various P/M work orders completed over the period

The challenges will continue for a few more months with salvaging of burnt log before moving into fresh green logs into the green mill.

The apprentice applications provided the team with very difficult decisions across both the Electrical and Fitter positions with some very strong candidates; congratulations to Dylan Bates on his Electrical apprenticeship, a new starter to AKD, and Aiden Leake in gaining the Fitter apprenticeship, who came across from the Green Mill. We all look forward to skilled tradesmen out of the both of you!

To all maintenance teams across the group we look forward to working together on various projects that are on the go now and we look forward to a safe 2021.



HAPPY RETIREMENT

Wayne Rippon COLAC

Wayne Rippon came to AKD on the 6th of May 1996 for one month's work demolishing the old kilns and boiler house that was in front of the current location of the Pack Docker. He was then offered full time employment in the maintenance department. A few years passed and he furthered his skill set by completing his Certificate III Fitter and Turner Apprenticeship.

He has seen many changes in the past 24 plus years with the company, and gained lifetime friendships with people throughout the entire business. He's also one of our Lumber Legends, clocking up 20 years.

In Rip's last role with the business he was the "Apprentice Master." He found passing on his wealth of knowledge to the future fitters of AKD very rewarding.

Good luck for the future Rip, enjoy the time out on the road, touring this big brown land. I'm sure you will be enjoying some sun lounging by the pool and indulging in some refreshments.

Cheers,

Justin Hickey

Colac Maintenance Manager



Colac Otway's Citizen of the Year

with Emily Hay
Admin GAP YEAR



As part of the Colac Otway Shire's Australia Day celebrations, the annual Community Awards presentation took place once again this year on the 26th January.

The ceremony provides an opportunity to formally acknowledge residents who have made a significant contribution to their community, with various awards given for service in areas such as social justice, the arts and local sport, alongside the naming of the Citizen of the Year and Young Citizen of the Year for 2021 who are recognised for their outstanding contribution to the community as a whole.

Residents are encouraged to nominate fellow locals that they believe deserve recognition for their efforts in the leadup to the annual event, furthermore, pronouncing the positive effect that recipients have had on those around them.

Receiving Colac Otway's Citizen of the Year for 2021 was our very own Shane Vicary, awarded for his outstanding ability to unite various leaders throughout the town to form a local Community Leadership Group, an establishment which played a key role in uniting Colac residents in an unprecedented and distressing year, and in particular, during the local COVID outbreak.

Showing forward-thinking initiative, Shane gathered a group of 50 local leaders' months before Colac had its first case to enforce the importance of bracing the community to band together "when it turns bad [as] Melbourne's not going to help us". Working as one, the group played a key role in the forming of the social media campaign, 'Keep Colac Safe', which worked to successfully unite panicked locals following a surge in case numbers as a result of the abattoir outbreak.

Rather than spreading the message to socially distance and practice good hygiene through politicians and health officials, the campaign took a more localised

approach, utilising the voices of local community members to urge Colac to take the virus seriously. Touched by the hard-hitting message advocated by fellow locals, the response from the people of Colac was overwhelming, with many imposing their own tough restrictions, seeing businesses close voluntarily, many people staying at home and masks being worn in public weeks before they were made mandatory in Victoria.

As a result of the Community Leadership Group's rallying together of the community, case numbers soon fell, seeing the innovative campaign, with Shane at the forefront, receive national media attention.

In his receiving of the award on the day, Shane acknowledged that he was only one of many that deserved recognition for their efforts, accepting Citizen of the Year for "all people that did what they did last year", once again highlighting his selfless intentions to rally the community together for the greater good rather than attention and praise.

Whilst one of the central reasons for being the recipient of the award for 2021 was his leadership in the community throughout the height of the pandemic, Shane was also awarded citizen of the year for the notable impact he has had on the community via his leadership as a business role model as well as other local involvement, including his service to local sporting clubs.

Congratulations Shane on your honourable achievement and outstanding contributions to the Colac community!



Photos courtesy of the Colac Herald

the Vicary family





Welcome to
the **TEAM**



GENEVIEVE RYAN

TALENT DEVELOPMENT MANAGER

I won't bore you with my career history. You can connect with me on Linked In if you want that. So instead, I'm going to point out some things that might be conversation starters next time you see me.

WEIRD FACTS:

- I am born and bred in Queensland. My first years were spent in Central Queensland (Gladstone specifically). I was an undefeated roller-skating champion at the age of 4.
- I lived in Toronto, Canada in 2002 on a music/creative arts internship and various places in South America in 2009 when I just needed a break from Aussie life. I spent most of my time in Peru, Bolivia and Argentina.
- I was an amateur boxer from 2014-2017. I "retired" when my kids were old enough to know what was happening but too young to realise boxing was a sport, despite Mummy getting hurt.
- I have spent 15 years in the coaching industry – from life coaching to executive coaching, I've done it! I even had a small stint as Relationship Coach. #goodtimes #slightlyawkward
- My professional work has always been in People, Culture and Experience (Customer and Employee). More exciting projects I've been involved in include designing agile learning frameworks, building global teams' capability, culture programs in tech start up and re-engineering leadership capability for the future of work.

CURRENT INTERESTS:

- I have two kids – Scarlet and Noah. They are both 7 (yes, that means they are twins)
- I love dogs – I have Holly (a husky) and Hendrix (a husky mix breed). I help with a couple of Redcliffe animal rescues with puppy training and fostering rescued dogs.
- Small Business Creative – I often have a create side hustle on the side just to keep my entrepreneurial spirit alive.
- My top 3 podcasts/shows I'm into right now: Schitt's Creek, Song Exploder, Unlocking Us.

CURRENT AKD FOCUS:

Besides settling into the AKD family, I am getting my head around the industry and what's important to everyone. Although I'm keen to get started on things, I find my time is best spent when I ground myself in the culture first, so I can truly understand where I am best of value. Getting the balance right between having a national company-wide talent strategy that can also be agile enough for all the different sites is vital in my role so where I can, I'm having as many face-to-face conversations.

So when you see me, don't be a stranger! I love to have a good chat.

Lets Get Social!

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the **TEAM**



ALAN LUND
DRY PROCESS OPTIMISATION
COORDINATOR - COLAC



FARIA JALAL
FINANCE ADMIN
COLAC



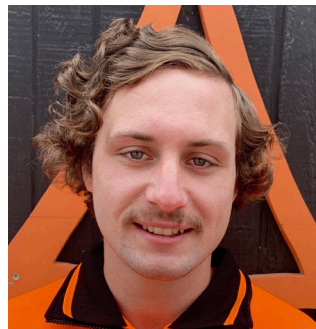
HANNAH KNIGHT
DMC
COLAC



MATHIAS ROBERTSSON
OPTIMISATION ENGINEER
COLAC



MATTHEW MELLOR
GCA
CABOOLTURE



MAX SKINNER
DMC
COLAC



MICHAEL HOLLINGSWORTH
DCA
CABOOLTURE



ROBERT MITCHELL
TRU
COLAC



SCOTT TIMMINS
DCA
CABOOLTURE



SHANE SOUTHWOOD
GCA
CABOOLTURE



SHANNON LEE
DCA
CABOOLTURE

AKD welcomed these new employees in January-February 2021 and encourages everyone to make them feel welcome and work together to keep them safe.



ANDREW POLAIA
DCA
CABOOLTURE



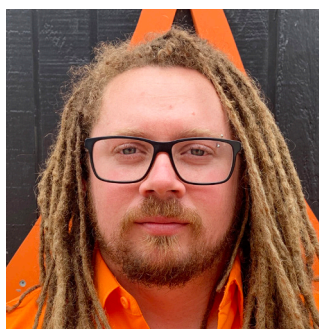
AYDEN SMITH
DCA
CABOOLTURE



DERRYN BALOGH
APPLICATIONS SUPPORT
ANALYST - COLAC



EDWARD LOPEZ
GCA
CABOOLTURE



HAYDEN THOMPSON
RAM
COLAC



JACOB HOLT
DRYMILL
YARRAM



KELSEY BOURKE
SALES ADMIN
COLAC



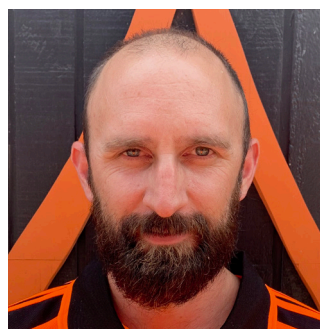
KIRA WINNELL
DMC
COLAC



NEIL HUNTER
SAWSHOP MANAGER
COLAC



PATRICK MORRISSEY
SITE MANAGER
IRREWARRA



PAUL ODOWD
RAM
COLAC



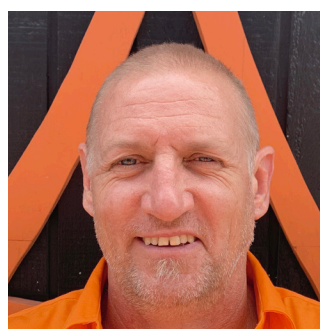
PETA FERRARI
GMI
COLAC



SIMON GATT
FORESTRY RESOURCES
MANAGER - COLAC



SIMON POILA
GCA
CABOOLTURE



TIM REED
CLEANER GMI
COLAC



WILLIAM SNEEDON
EWP
COLAC

Welcome to
the **TEAM**



DAVE GOVER

BUSINESS DEVELOPMENT MANAGER - CABOOLTURE

I joined AKD in January this year in the role of Business Development Manager.

In that role I'll be looking at how installers and end users rate our products, and what we might be able to do to make our products more valuable to them. That means you'll find me anywhere from where our products are being used to the mill floor looking at practicalities of production.

Before joining AKD I was the CEO of Engineered Wood Products Association of Australasia (EWPAA) – an industry organisation that works with wood processors across Australia and NZ.

I also spent some time as Ops Manager in an Australian hardwood sawmill, commissioned a couple of Green Fields LVL plants, and was involved in technical market support for engineered wood.

Whilst I am an Aussie citizen, I'm a Kiwi by birth and continue to support NZ sports teams (sorry). If you see a tall bloke with dreadlocks about, it's quite possibly me so please do say g'day!

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Kerry Bird	55	LOG	TUM
Gregory Gorman	35	GMT	TUM
Tania Theobald	30	ADM	CAB
Gayelene Mitchell	15	ADM	CAB
Paul Nowlan	15	DMT	TUM
Richard Bambling	15	ADM	CAB
Matthew Parker	10	R/M	CAB
Tony Rasanen	10	GMT	TUM
Benjamin Hardwick	5	GMT	TUM
Jacob Hardwick	5	DMT	TUM
Jared Baker	5	SWS	TUM
Mark Wood	5	DCA	CAB
Peter Cullen	5	RAM	CAB
Peter Raspin	5	DMY	YAR
Sam Perkins	5	R/M	COL
Shane Polsen	5	GMT	TUM
Steven Lawler	5	PAL	YAR

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Social!

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CONSIDERED A CHANGE?

We currently have a range of career opportunities throughout the country.

If you're considering a move interstate or to another area, this doesn't mean having to change your career or leave **AKD**.

Whether a move might interest you for family reasons, to expand your experiences or career or simply to move to different weather. **AKD** would love to see current employees reach out to discuss their interests in relocating.

Relocation support may be available.
Reach out to Michael our Recruitment Manager
on **0418 387 661** or recruitment@akd.com.au



The Wrap-Up



When I was growing up in New Zealand in the 1980's and 1990's there was one main sport to follow 'Rugby' and one team to follow, the national team the 'All Blacks'. As a child and then as a teenager, there was a whole mystic about the All Blacks with their amazing winning record, the culture of this national team and how the whole country took immense pride in how the All Blacks played. As a small country at the bottom of the South Pacific with a population of only 3-4 million, the concept of being world champions or being world beaters helped instill a belief in the country that went way beyond sport.

Now I am looking back with rose tinted glasses and I am going to conveniently ignore some of the negative issues associated with the All Blacks. Therefore I am only going to focus on the positives for this article. The All Blacks have had a long history of success through many decades, for a variety of reasons.

I believe one of the key elements of the All Blacks success is it brought multiple ethnic cultures together. Pakaha (Caucasian European) Pacific Islanders and Maori, and as such it helped create a common culture of being a "Kiwi." The All Blacks are recognised for playing a hard and uncompromising style of rugby. They are recognised for being innovative, pushing the rules and laws of the game and having an unrelenting focus on excellence.

So whilst I am a proud Australian Citizen, I am absolutely a Kiwi through and through, and proud of it! Whilst I have a white Anglo Saxon heritage. I am also proud of my countries multicultural heritage. I am proud of the blend of cultures that make up a people called Kiwi's. Therefore the Haka and associated symbolism of the Maori culture also represents me as well, because I am a Kiwi!!

**“ IT'S NOT OUR DIFFERENCES
THAT DEFINE US,
IT'S WHAT ACTUALLY BRINGS US
TOGETHER ”**

So then I think of our business and what makes AKD special and what makes those who work for AKD special. I think of our various backgrounds and our different locations and different ethnicities and cultures, different ages and beliefs. But it's not our

differences that define us, it's what actually brings us together and makes us unique.

Personally, I think it is we have a collective approach but at the same time we care about the individual.

I think it's because we have proven to be resilient in the face of adversity.

I think it is because we believe in the importance of our companies traditions and symbolism.

I think it is because we are proud of who we are.

I think it is that we have a genuine safety-first culture.

I think it is that we have a flat hierarchy and we encourage a wide range of people to make decisions.

I think it's because we are a business based in regional communities and we employ people that care.

We have had a lot of new people join our business over the past six months and I always get questions about our formal processes and systems, My response is, we have a choice - we either have an organisation that is based on empowerment and engagement, where we employ thinkers and encourage entrepreneurial thought processes or we have a rigid company based around fear and a 'do as you are told' attitude.

So some policies and procedures are necessary and important. But we also have expectation of individual accountability. We expect the team will hold each other accountable.

We expect the individual will want to do the right thing for the team.

So what's special about the All Blacks culture is the demanding style of being a "giver" not a "taker".

That's also what I think makes AKD special.

Shane Vicary
CEO

