

# THE SPLINTER

A MAN IN THE SPOTLIGHT - FAREWELL TO A LEGEND!

John Marshall  
and wife Sheree



AKD EMPLOYEE NEWSLETTER

EDITION 39

MAY & JUNE 2021



# This edition

**13-16**

John Marshall's retirement

**18**

Drone herbicide

**19-20**

Biggest Morning Tea

**21-22**

Mindshop Excellence Program

**27**

Sunshine State Spartan



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](http://www.akd.com.au)

# Up coming events



		THUR	FRI	SAT	SUN
		1	2	3	4
5	6	7	8	9	10
11	12	13	14	15	16
17	18	19	20	21	22
23	24	25	26	27	28
29	30	31			

## August

1	2	3	4	5	6	7	8
9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	

NSW BANK HOLIDAY



## STAY COVID SAFE



WASH YOUR HANDS



KEEP YOUR DISTANCE



STAY HOME IF SICK



SYMPTOMS? GET TESTED



FOLLOW RESTRICTIONS



# Thank you John Marshall

As the sun sets on a golden career, it's worth reflecting on what has made John such an influential, respected, and effective leader at AKD. Never mind reading the self-help books, the take aways are right here!

I'd love a dollar for every time I've heard the phrase *"John's a safe pair of hands"* since I joined AKD. Think about that innocuous phrase, it tells you a lot about the man. We trust John with our business, our reputation, our people, our safety, our culture and our production.

John has moved with the times and driven Yarram to do so with him. You only need to look at the recent safety record to see this continual push for improvement and the results that have followed.

What would you do if it was your business or your money? Classic questions to ask a site leader. John has always thought of Yarram as his business and run it as such. He has always done what's best for the site and AKD, often working outside of normal hours just to "get it done". The results reflect this – you know what you are going to get from Yarram week in week out.

Companies don't run operations, people do. Without people, all we have are logs and machinery. John has always taken great care of and supported his people. The recent Gippsland floods are a classic example of this, John didn't even talk about production loss – all he was focused on was his people and making sure they and their families were safe amongst all of the damage and confusion. And that's why they follow him, respect him and go the extra yard when needed, often without being asked.



John, AKD would like to formally thank you for your dedication, help, experience and support that has made the Yarram site and therefore AKD a great success since you have been at the helm.

The great leaders go out when they are on top - your safety, production and earnings results for the year are outstanding and have set Yarram up for a very bright future that the team can now pursue. What an amazing legacy you have left.

Your resilience, personality, humor and friendship will be missed mate, enjoy your well-earned retirement with your family and friends.

Stay safe, and don't be a stranger!

**Hamish Little**  
General Manager Operations



**READ WHAT OTHER EMPLOYEES  
HAD TO SAY ABOUT JOHN**

**PAGES 13-16**

It's the end of June which means all things 'end of year reporting'. I actually enjoy this time of the year – it gives me a chance to look back at what we have achieved, and then what we need to do for the next 12 months.

Wow – what a year it has been! There have been ups and down's.... there have been things that we have improved and there are things we still need to improve – and of course, we had a pandemic thrown into the mix!

I must admit, I'm a little over mentioning the whole CoVid situation – but the reality is, it continues to change how we live. As I write this, the situation escalates across all states – QLD is back in lockdown, NSW cases continue to increase and borders are closing again.

When I look back to when CoVid first entered our lives – a situation that no one had ever experienced, it was really stressful:

*Toilet paper was flying off the supermarket shelves (I still don't understand that)*

*There were punch on's in the supermarkets for hand sanitiser & soap*

*Some people worked from home & kids didn't go to school*

*We couldn't shake hands, see our loved ones or hug our family*

*State borders were closed & we were put into isolation*

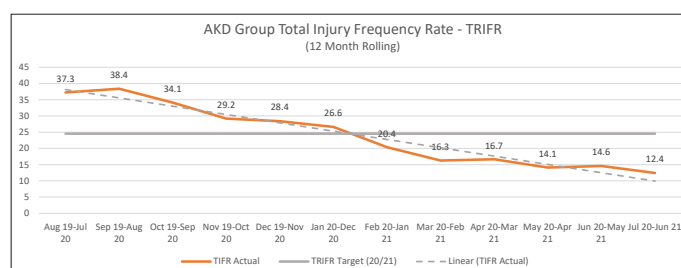
*Key celebrations like Easter & ANZAC day were cancelled*

*A lot of us were wearing masks (all day – every day)*

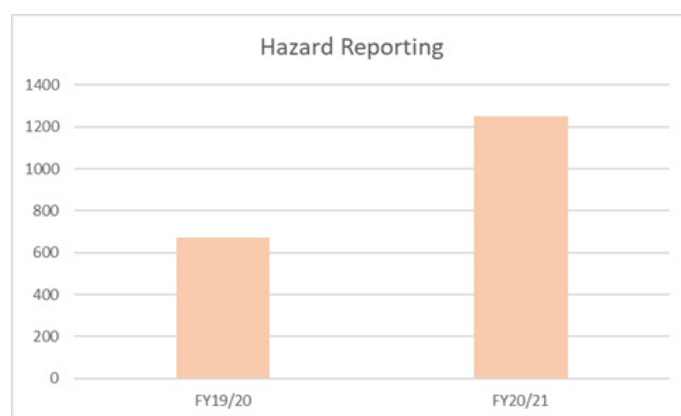
Let's not forget how much impact this has had on everyone. I have said it 100 times already – but I will say it again...I am so thankful for how you all adapted and got on with what needed to be done!

If we take a look at our performance over the last 12 months, there are 3 key areas that are worth recognising & celebrating:

1. We reached our goal of achieving a 40% reduction for our injury rates. This shows that we are injuring less people and heading 'Towards Zero'.



2. We increased our hazard reporting by a massive 86%. Therefore, identifying issues before they resulted in harm or damage.



3. The Safety Interaction Program has continued to show benefit and increased the amount of safety conversations across our organisation. Since introducing the SI Program, there has been over **3,200** targeted safety discussions! This is 3,200 opportunities where individuals have been engaged and involved in a conversation to raise issues or improvements.

**3200+**  
SAFETY INTERACTIONS



# Safety

with Toni Kirkup  
National Health & Safety Manager



We really started to push the importance of **'making safety personal'**. This isn't a catch phrase or something that will disappear – this is the absolute fundamental of safety. We all have one thing in common.....we work so we can make money and enjoy whatever it is we like to do outside of work.

If you are injured at work, yes it has an impact on the business – but the impact it can have on YOUR life can be far greater.

I absolutely love the posters and the Safe Start Up video that we created this year – these are the reasons why you should **choose to be safe**. Not for the business, but for you!

Thanks to everyone that was involved!

As a business, we do not see hitting operational targets as an achievement if we have injured someone in the process.

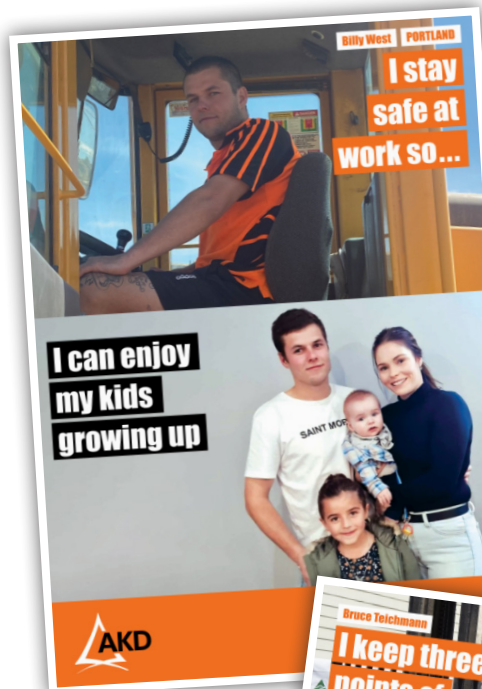
Results like this aren't achieved without input and engagement from everyone – so thank you for your individual commitment to making AKD an even safer workplace!

I am looking forward to seeing what we can achieve in the next 12 months.

## YOUR HEALTH AND WELLBEING

Because we may not be doing quite as much exercise outside of work due to the colder weather, we may struggle with falling asleep. If this is you, try to unplug from technology around an hour before bed. Your body will be able to wind down easier and won't be as affected by artificial light. Instead, try reading a book.

Because we're cold in winter, we tend to eat more to warm our body temperature. If you feel yourself constantly overeating, attempt to eat from a smaller plate or bowl. The size of your plate or bowl can actually affect how much you eat, and the illusion of eating from a smaller plate could help you to feel satisfied with less food.





# CABOOLTUR

## AROUND THE GROUNDS

A round of applause and cheers were the response the drymill team gave to the announcement of future security in our signed contract with HQP (our log supplier). This contract will see our site accelerate the march towards our planned growth and expansion.

With this announcement, we headed straight into Project Export! This is a stage in our growth that will see Caboolture's Greenmill and Despatch teams trucking high grade green WIP to our brothers and sisters at Tumut whilst we commence Project Spring. Project Spring will build a High Volume CDK Kiln to remove the current operational bottleneck of kiln drying from the site.

To be able to process this additional green WIP volume, the Greenmill will head to a second shift on 28th June and the maintenance team will take on a 24x7 roster to support the greenmill and ensure we can maintain and improve the plant uptime. The teams have been busy in the recruitment for the right people to join our maintenance, sawshop, logyard and greenmill teams.

An additional 27 people are now part of our green process and maintenance team since we last spoke, with still some further team members to recruit. I want to take the time to recognise those operational employees involved in the recruitment, including Tony Watts, Kayla Austen-Hansen, Ian Jennings, Lilly Adamcewicz, Darcy Osborne and Kyle Comrie. It has

truly been a great experience so far with your support and the unique and different ways we have recruited with the support of Gen Ryan our National Talent and Development Manager. I am looking forward to gearing up for the maintenance recruitment drive that is underway and to be finalised in coming weeks.

To support Project Export, we are changing the front of site to include a second weighbridge, widening of the front gate and looking at securing additional car parking with our neighbours. The greenmill will require civil works for truck loading and pack strapping stations to support the block packing of material to be sent to Tumut. We are expecting our high volume kiln to be online in Q2 2022, and that is when we will dry all the material we produce. These are exciting times and just a little more change in amongst Project Blizzard!

Our new biomass bunker is looking great, and we are all anxiously awaiting its completion. The installation of a fire water storage tank, dual fire pump set up and the reticulation system that will feed the new bunker shed and eventually service the drymill and greenmill will also be completed in the coming days. The site and AKD are looking at the long-term view, ensuring all investment is in line with improving capabilities and providing more options for the future.

Our wood pellet machinery and project design are underway, with some of the equipment already onsite. Stay tuned for this development and the CDK (Project Spring) updates.

It's important for everyone, no matter where you are in work position or life, to ensure you have as much fun as you can! Our changes seem endless and can be exhausting and stressful, but the team are focused, resilient and see the end game. In this spirit, it was great to see the team stop and really get behind the Biggest Morning Tea and the Spartan race. It was also awesome to see the innovation of employees in respect to Spider Man, Bat Girl and Maintenance Man lifting spirits across the Easter break with the handing out of chocolate eggs. In this spirit, take care, be kind and ensure you have a chance to laugh a little, from the Caboolture team.

*Spiderman and Maintenance Man hanging out before another round of easter eggs are sent through to the teams onsite!*

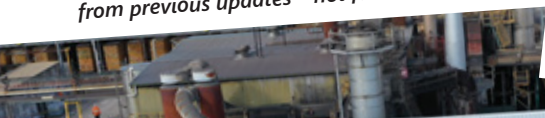


**Greg Levinge**  
Caboolture Site Manager





*The Boilers Biomass bunker taking form from previous updates – not far now!*



*New fire water tank and fire pump room installed to support detection and fire suppression onsite*



## HEALTH AND SAFETY

### Lighting plans for the shift change

The site has plans to go to a second shift. This has prompted the need to update and change lighting around site. The site has had lighting audits internally and externally.

Hazard reports over the last month have helped to identify the gaps as well as what is working or not. One of the gaps identified was that unlighted uprights could not be seen at night clearly as we moved stock and trucks around.

Lighting towers are used in some areas as the projects are completed, and reflectors are being placed on corners.

The refurbished sawdust clam bin is showing the way with the expected standard of lighting.



### Unknowns

Unknowns were picked up on a recent hazard hunt at night to identify 'unseen' night-time hazards.

- The front gate has recently been updated in black mesh that is great during the daylight hours but is impossible to see in the evening. The addition of reflectors and some temporary lighting has helped to 'shed some light'. Changes to the entry in the coming month will see this lit up for all to see.
- Tools that we use from day-to-day were also reviewed and improvements to storage locations have been planned to remove them out of harm's way.

**Colin Balboni**  
EHRS Manager - Caboolture





## AROUND THE GROUNDS

To start with I would like to say a big thank you to the whole site and business for your warm welcome. This is my first edition for the Splinter and I look forward to submitting many more to come.

Through my recruitment process, my interest and respect for AKD grew as I learned more and more about what AKD was and more importantly what the business and the people stand for. I was very pleased to find that the people and business are very committed to improvement and working together to achieve results.

I am now a very proud AKD employee and really appreciate the people who work here and respect their endeavour to work together to improve and live the values of AKD.

### Safety

As we continue our safety journey, we are observing more and learning more as we go. The “searching for the unknowns” has yielded great conversations within our business and exposed the site Lead Team to many locations within the site that get very little attention.

This inquisitive approach, coupled with the Safety Interaction program are helping us clearly identify opportunities in safety and engage our teams in the journey towards zero. Our safety results reflect this as we can see a strong downward trend in our injuries – this shows that we are helping, learning and supporting each other to stay safe.

Our next area of focus is around mobile plant including pedestrian and other vehicles interactions, as this area of our operations has reported a number of incidents and has a high potential for serious injury.

### Projects

We have been fortunate enough to secure some funds

for a new strapper in the Dry mill and edger outfeed conveyor in the Green mill. These two projects will improve our site reliability and quality improvement and are a reflection of the faith in our site to deliver.



As I write this, we are in the middle of our July shutdown in the Green mill. The goal of this shut is to improve the reliability of our equipment and recovery performance. The most important elements of a successful shutdown are that we conduct our works safely, and when it is time to restart, the line reliability is strong for the first week.

### Production Improvement

In May, our output performance dropped slightly due to a reduction in uptime. A number of key plant items failed, severely impacting on our ability



# WARRA

to operate consistently. This meant that to keep product available to our customers we needed to run overtime on the weekends. This lower output also put pressure on our ability to store the logs being delivered, such that our log stocks will peak in mid July. The plan is that these high levels of log stocks will come back down as we come back online from the shutdown.

Our opportunities for production improvement are focused around plant reliability on the back of targeted maintenance, as well as seeking input from our people on where the opportunities lie. This is in the form of utilising our daily meetings structures to provide clear feedback about the site to identify and

highlight the opportunities for improvement from the perspective of the people who work closely with our production lines.

So far, there have been some great improvements identified, and more importantly, they have been implemented and we are seeing some great improvement coming from these ideas. A big thank you to all who are providing this information and keep up the communication so we can continue to improve the sites performance together.

**Jason Biggs**

*Colac & Irrewarra Site Manager*

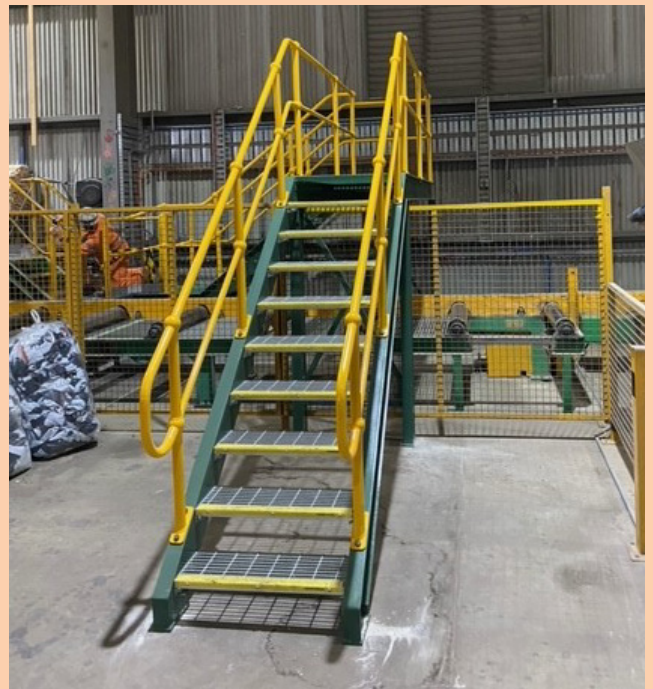


## HEALTH AND SAFETY

As with all AKD sites, one of the biggest risks we have is human interaction with live equipment, be that Mobile plant or the Mill line itself. With continual improvement at the forefront of our minds, the site has actively identified areas of risk, regarding humans and equipment, and put controls in place to ensure the safety of our personnel.

The site crossover upgrade continues to progress, with 6 new site crossover interactions addressed with the installation of gates and signage as well as another existing crossover further enhanced with lights being added. Once completed, all identified site crossovers, with pedestrian and Mobile Plant interaction, will meet the "best practice" standard of gates, signage and flashing lights on our Colac Site.

Access within our Mills is another area we are looking to improve to ensure our staff can significantly reduce their interactions with the Mill line itself. Earlier this year it was identified within our Dry Mill that, personnel were required to cross a live line to access one of the work centres. This particular hazard had been lying dormant for many years but after being identified, a new staircase and platform (see picture) were installed to eliminate the risk. This process showed the importance of relentlessly assessing the safety in



our areas and challenging process, regardless of whether "it's how we have always done it!"

The safety of our people is our number one priority, and nobody is better placed to look after you, than you! Toward Zero – Think Safe, Work Safe, Be Safe.

**Steve Wintle**

*VIC Health and Safety Manager*







# TUMUT-GILMORE

## AROUND THE GROUNDS

### SAFETY

The “searching for the unknown unknowns” initiative has encouraged leaders at Tumut and Gilmore to take different routes to the ones they normally take. Much like other sites, doing so has prompted safety discussions surrounding tasks or areas that we may have previously by-passed. Our focus is on asking “is there a safer, easier way to get that done?” or “what can be done to make that safer?”

A serious injury to an employee in early April has highlighted the fact that there are high risk areas on site that needed better controls to keep our employees safe. Having said that, if the task you are doing feels unsafe, it is best to stop and find a safer way to approach it.

Our focus now and for the next several months is spending valuable time with the team keeping our people focused on the tasks at hand.

*Your safety matters, Our safety matters. There is nothing so important that it can't be done safely.*

### SALVAGE LOG

The 2nd quarter of 2021 sees most fire salvage operations previously delivering log resource into Tumut's sawmill cease; a remaining result of fire affected logs not meeting AKD stringent quality assessments in terms of grade and appearance. However, we are continuing to accept fire salvage resource from the Bago plantation Cpt 347 whose log quality remains intact. The reasons being the age class is 52 years and it is situated along a creek in a reasonably deep gully where the fire seems to have spotted throughout, but never really got going, hence the majority is still brown / green log.

In May, this resource accounted for 8% of total deliveries, although it looks like winter access will put a stop to this last remaining salvage operation. All other harvesters are now in Bondo harvesting green log which has seen an increase in log diameter, supporting the sawmill with improved volume inputs and recovery.

It has been a long journey since February 2020 but hugely successful and at times, even enjoyable. Well done to everyone in playing their part in a collaborative effort that has been immensely supportive for our region.



*Gilmore's old boiler fuel shed that will be demolished.*



# MORE

## PROJECTS

### *Gilmore DC -*

It is an exciting time with the expansion of Gilmore into a distribution centre. Gilmore will be the major hub to distribute product directly to Bunnings sites in Regional NSW, Sydney, South coast, and ACT. This is will allow Gilmore to grow and become a major distributor for all our products including outdoor treatment from Colac.

A new office will be built near the weighbridge and the existing warehouse will be upgraded. As part of this project, we will be demolishing some of the old boiler fuel shed and equipment.

## PRODUCTION

Production has been a challenge over the last few months but considering all the changes Tumut is currently moving towards, it has still been successful.

This is again a great indication of the support and



commitment the employees continually show. Tumut's future is and always will be in the hands of us.

Thanks to all the sites support on changing towards the new shift configuration stating the 5th of July. This change allows the site to maximise its production hours to fully utilise the reduced volume. We can all now settle into the future and ensure the sustainability of the site and the success of Tumut as a community.

### **Rab Green**

*Tumut Site Manager*



## HEALTH AND SAFETY

The winter months are on us. The cold rainy days see people's moods change, and with a new chapter for us about to unfold, things can seem a bit worse than they are. You just need to keep focused and look after yourself and your mate working next to you.



There has already been a couple of cracking frosts, and the temp around minus 4 first thing in the morning really does gets the blood pumping! Lucky we are tough here at Tumut.

A recent project for the sites is around chemical management and updating our chemical register. Whilst walking both the Tumut and Gilmore sites for the best part of 4 days with a consultant from the EHSR Group, the task was to compile photos of all the chemicals and substances in every section. It just goes to show how many different ones there are, some of the quantities were amazing, and how easily they can get onto site uncontrolled, without obtaining and reviewing the SDS. Maybe there is a safer option, and without realising, we place a can of spray paint that we just used for a quick and easy job on the shelf in the office or some cleaning chemicals under the sink in the lunchroom, without checking if the products are compatible to be stored together. An up to date chemical register is a must have for all sites.

### **Rodney Sutton**

*EHSR Advisor - Tumut*





# JELFOR

## AROUND THE GROUNDS

Before I begin, I'd just like to take this opportunity to thank Daryl Hann for the work he did at Jelfor as Site Manager. His knowledge and ability to bring all parts of a site together to work as one has been great and he has left a wonderful platform moving forward for Jelfor. I look forward to continually working with him at Portland Pine.

Over the last couple of months, there has been a focus on the quality of products we produce at Jelfor and how we can produce these better. As with everything when you dig deeper for more information, you find new opportunities and ways to perform tasks better and more efficiently. It has been rewarding seeing the team take the lead when looking at our processes and recommending improvements that will benefit the business.

One area Jelfor is looking at opportunities is with the help of other AKD sites is the NSW retail market. With our super-round (or perfect round) post, there are openings for these products to be introduced, so work has begun to configure these differently which could flow into our day to day processes. We also took delivery of a second new JCB (telehandler) that is adding huge benefits to the site with its greater efficiency and ease of use.

As we enter our busiest time of the year, the market looks promising which will be appreciated after a few light months. Stay safe everyone.

**Benjamin Bailey**  
*Acting Site Manager Jelfor*







# PORTLAND PINE

## AROUND THE GROUNDS

At the start of June our site was approached by the local primary school in Heywood and asked if we could help in some way with the tidy up of the local playground. We decided that we would donate some chip to the local children's playground.

Being a great cause to support, we donated 20 tons of chip to the school, led by Jaimmii. This

initiative was a great cause to support. A local contractor from Heywood donated his time to deliver the chip to the playground.

The school then held a working bee to distribute the chip into the playground ready for the children to enjoy, well done to all involved.

**Daryl Hann**  
PPP Site Manager







YARRAM

# A MAN IN THE SPOTLIGHT- FAREWELL TO AN ICON!

## Life in Yarram

In January 1994, John started working in Dandenong for David Westbrook at Sunwood Timber. David Westbrook then bought 50 acres of land in Yarram.

John was asked to set up and 'build' a timber mill on the land in Yarram, so in 1995, he moved to Yarram with his wife Sheree and their two young boys, Aaron and Michael.

David took John on a trip to America to check out several milling operations over there.

Several employees still here today joined John at the time including Julian Hay, Wayne Fletcher (Fletch), Mick Hudson, Graham Clarke and Rob Lewandowski. The mill was officially opened in 1996 and mainly produced paling flitch that was sent back to Dandenong for processing.

Sunwood employed approximately 20 workers when they were in full production. They went into liquidation in approximately 1997 and the administrators took control.

John was appointed manager by the administrators and the mill still continued to produce and trade.

In 1998 the mill was purchased by NF McDonnell & Sons from Mount Gambier and John continued on as mill manager.

Ian McDonnell was the CEO and asked that John go to Finland to check out a couple of sawmills in view of purchasing a 'state of the art' machine – the "HEW SAW"

This trip was quite eventful, John can give you a funny rendition of the events of the time.

McDonnell's did purchase a new HEW SAW which changed the business, during this time the mill continued to grow and prosper, with increased product lines and employees.

The treatment plant was a game changer for the mill, allowed a complete product to be ready for the sales market. During this time, the employee numbers increased to around 50.

In 2007, Carter Holt Harvey bought the thriving business, with John taking on the role as facility manager.

Carter Holt Harvey introduced us all to the corporate world with a huge focus on safety and many changes were made on site:

- Installation of a Refurbished Debarker (nicknamed the "Debarkle") had more down time than run time for a while which had the operators very frustrated.
- A second shift (afternoon shift) commenced
- Kiln 3 was put in
- Additional weighbridge and log yard extension.
- Other changes – no more mud, with a huge amount of "working compound" added!!!

Black Saturday in 2009 – many properties were lost in the area. The mill was very lucky to remain standing, fire went all around, only saved by a freshly ploughed paddock on the north side of the property as well as John and some employees who came to help put out spot fires on the site – If these people were not there, the site would have looked very different.

In 2018, the mill was bought by AKD Softwoods, John as the site manager. The AKD way was 'back to basics' with the main focus on sawmilling, it was an exciting fresh start with new owners that gave us all the feeling of being a "family".

John has always had a 'hands on' approach with his management, he is a very good judge of character, always a good listener and has worn 'many hats' in his role at the mill.

John has a big personality, is full of life and knowledge and has always held the respect of everyone.

We wish John and Sheree all the very best for retirement and hope that they get to enjoy time with their family (especially their grandchildren!) and can get away travelling, fishing & creating new adventures.

**Jenny Kay**

*Sales and Dispatch, Yarram*





# Congratulations!

## ON YOUR RETIREMENT

# JOHN MARSHALL

*"Our family is extremely proud of John and the way he has conducted himself throughout the management of the Yarram site. John is generous with his time and always takes time to talk to people and work through issues in a positive way. He is an extremely kind hearted man and myself and the family are looking forward to him finally being able to retire and relax!"*

SHEREE, JOHN'S WIFE



Julie Nethercote, Bec Janssen, John and Mardi Moore - 2003

**WELL, WELL, WELL  
LOOKIE HERE!**  
JOHN MARSHALL

John, there are not many people that can successfully steer a ship for over 26 consecutive years and have been able to pour as much concrete as you have.

I hope your shares in CSR and Boral continue to grow.

Many people in town laughed at the idea that a mill that produced pailings at first would ever last in this small town of Yarram, guess you had the last laugh there.

You've worked smart not hard for so many years. You deserve to relax and take it easy for a change. Enjoy it!

I know you're really going to love having more time to spend with your kids and grandkids. Remember all those weekly and monthly reports? Forget all about 'em, I definitely will.

I am jealous just thinking about you spending more time fishing and if you send me pics of the fish you catch during the week, I am deleting your number.

This could be your year with St Kilda finally learning how to play AFL and well, lucky you are a Storm supporter.

Wishing you all the best as you retire. Know you'll still be as busy as ever—but at least it will be with the things you love doing!

I really hope your lovely wife Sheree gets to enjoy retirement as much as you and you do not work her too hard on the farm.

I hope you both get many trips in up north while we're all freezing here down south.

It has been a pleasure to work with you over the years and I look forward to catching up and having a red or five.

**Bill Wilson**  
Project Supervisor, Yarram



# An ode to John Marshall

The year was 1994, who can remember back that far,  
When in January a bloke and his toolbox turn up,  
in an old blue holden car.

When TV shows commenced like Blue Heelers,  
X Files and Friends,

Little did I know, or could I comprehend,  
that this would pay dividends.

Ossie Ostrich left Hey Hey It's Saturday, and  
Curt Cobain from Nirvana died,  
West Coast Eagles thrashed Geelong by 80 points  
in the Grand Final, some may have cried.  
Petrol was 69c litre, and a 6 pack of beer  
was less than \$6,  
8.38% interest on average mortgage,  
that was enough to make you holler.

And so it was that this kiwi started,  
for a company called sunwood timber,  
A baptism of fire I believe it was, not having  
much idea about timber.  
But rest assured plenty said they would  
teach him all they knew,  
And before you knew it, this Kiwi named  
John was part of the crew.

We had 2 sites back in the day,  
and John was based at Frankston dandy road,  
Working hard to make it all happen,  
with machinery coming in for the unload.  
A trip to Tumut to remove a chip canter  
plus other sawmill parts,  
Now John was coming into his element,  
something closer to heart.

And so in 95 a chance came to move to a  
place called Yarram, where the bloody hell is that,  
And so, on a cold freezing winters day we travelled  
down the highway to see what this was about.  
A trip down church road to see the site,  
4 pegs in the ground and not much else,  
Who would have know what the future would  
hold, it was going to be intense.

And as time moved on and Sunwood went bust,  
And in came the administrators to look after us.  
A mob from WA tried to take over, but it didn't  
work out, this was a difficult time for all of us.

And then in 1998 McDonnell's from Mt Gambier  
signed on the dotted line, with grand ideas and  
expertise behind them, we knew we would be right.  
Upgrades, new Hewsaw and plenty along the way,  
never a dull moment as we forged our way.

The mill got bigger, and more employees were  
required, John was in his element, you all know his  
way,  
friendly, polite, caring, and agreeable, oops that's  
the wrong person, as some might say.

2007 came along with the news, we are being sold  
to CHH, didn't know much about them,  
but they had a Morwell mill,  
As time went on and we became corporatized,  
the more it could seem like hell.

So this is corporate life, another day another  
standard seemed to be the call,  
But John took it in his stride, rolled up his  
sleeves and soldiered on.  
All through this time John had a cunning plan,  
to get rid of rock and place with concrete,  
This was a dirty word, to be replaced with  
the words "working compound".

And so another chapter started as 2018 came  
around, for changes were in the wind,  
with AKD buying us out, here was the chance to  
leave the CHH days behind.  
More changes to site, improvements,  
and new personnel,  
Who could of known that things would  
work out so well.

And now as an era comes to pass,  
with John retiring and moving on,  
Its time to look forward to easier times  
and pass the baton on.  
You have been a friend, mentor, and someone  
to lean on, not bad for an ex-Kiwi,  
So now fellow Aussie, I wish you and your family all  
the best, go grab life and enjoy every opportunity.

**Julian "Hoolio" Hay**  
Production Supervisor, Yarram







Bill, John and Craig - 2005

*"John's honesty, integrity & big personality has endeared him to many. I have always admired John's tremendous judge of character, his wonderful quick wit, ability to always get a point across and have a laugh at the same time. I believe John's 'hands on' approach to his role has spread confidence and trust within the employees so much so that many are called friends"*

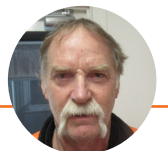
JENNY KAY

## One of the many stories...

I recall being employed by John in 1995 to start on maintenance. One day, we are both on the Liamet saw deck when the chipper Canter operator left the control cabin while the infeed logs were slowly feeding up. The logs crossed up, one falling and causing the sharp chain to deviate into the rotating head.

There was banging noises, sparks and hot shrapnel flying through the air halfway down the Green mill [like Northern Ireland in the eighties] and a piece of shrapnel hit John in the backside!!! He then jumped off the deck down to the concrete below and left me alone, so you could say he did take at least one for the team!

**Robert Lewandoqski**  
Maintenance Manager, Yarram



**DOES THE POPE  
WEAR A BEANIE?**

JOHN MARSHALL



I first met John in 1998 when our family purchased the Yarram Mill. On my first trip to Yarram, I was more interested in meeting the people than seeing the operation itself because in my view, they were the ones that would make it a success or failure.

On my first walk around with John, I knew he was someone who shared the same passion to do a good job and make the operation a success. John has always led from the front and never shied away from the many challenges he has faced over the years.

The success of the Yarram Mill through various owners and changes is a testament to John and his team. He has proven many times over to be a person you can always rely on and over the years, has become a close friend.

Enjoy your retirement John you have earned it, although I don't know how poor Sheree will cope with you being home all the time! Hopefully we will now get to do some fishing together instead of just talking about it.

**Ian McDonald**  
Director

**N.F. McDONNELL & SONS**



**HOW ARE YOU JOHN?**

**I'M NOT TELLING YOU!**

**NOT BAD FOR  
AN OLD BLOKE**



# YARRAM CONTINUED

## HEALTH AND SAFETY

The Yarram Site has been working on 'searching for the unknowns'. We have organised some activities such as an old one we haven't done for a while – a hazard hunt. This involves a team from one work area doing an inspection of another work group's area.

Of course this is later reversed and the group from the work area inspected gets to visit the other area later on. It is usually recorded as a photo document and presented at a safety meeting, actions set and enacted.

One of our supervisors took another route to visit a restricted area- safely of course. He picked up a number of items and discussed them with the leading hand of the area.

I also had the privilege to working alongside the afternoon shift into the night. I had some interesting discussions and fielded a lot of questions. I enjoyed the night and

look forward to the next one.

Now we are heading into the winter months, we look forward to the spring coming. It is a good time to highlight the added risks winter brings. It is still dark when we head off to work, we have already had a couple of good frosts, so it is important to note that areas or things around the site can be slippery when they normally wouldn't be. Correspondingly, the afternoon shift works into the dark at the other end, so they tend to get similar hazards at the end of their shift.

In closing I was sent a little text the other day- ***'The CEO of IKEA was recently elected as Prime Minister of Sweden. He is now busy putting a cabinet together.'***

Oh well, I thought it was funny.

**Graham Clarke**

EHRS Advisor - Yarram



# Tumut's Prize Winning Rooster

A great day for Jake MacKinnon and his cockerel at the Wagga Wagga show, winning Best Soft Feather, Best White Leghorn and topping it off with Best of Breed Grand Champion.

Jake said; "This is the best leghorn I have ever bred and in his first show he has cleaned up, I'm so proud of him".





# Drone herbicide weed control

with Alan Rossouw  
*Silviculture Manager,  
Forestry*



In April, AKD trialled a drone to complete a weed control treatment at Redwoods Plantation, south of Colac for both preplant and post plant spraying this Autumn. Redwood plantation was an ideal site to trial a drone as there were limited options for use of a helicopter due to location and difficult access for ground based equipment.

Changes in use of drone legislation has only recently made this use for drones possible in Victoria and this rapidly emerging technology will mean this will be a much more commonly used practice in future.

The drone is designed for precision application of liquid herbicide to treat weeds in our plantations.

AKD used an existing contractor who provides aerial spraying services to do the trial with excellent results.

The site was identified using GPS technology prior to spraying to put an electronic fence around the spray area and the drone operated within the fence spraying a continuous 2 metre swath flying 2 metres above the ground surface.



Fully loaded, the drone weighs 34kg and can carry 16 litres of herbicide mix. The drone automatically returns to its docking station when it is low on herbicide or the battery power is low.

The results were very pleasing and offer the added benefit of removing/reducing both safety and environmental risk from the operation.





AKD employees across the business were proud to support Cancer Council's Biggest Morning Tea once again this year.

Each site took their own approach to the fundraiser, either choosing to support local bakeries or enjoyed a feast of home baked goods, whilst others such as Yarram and Tumut went the extra mile, raising additional donations through site raffles.

As a company, AKD managed to reach an outstanding grand total of **\$4,537.08** - all of which will go directly towards supporting the Cancer Council and their efforts.

Whilst the yearly event is savoured for the way it brings employees together as one to fill up on delicious treats over a chat and a cuppa, it also provides our business the opportunity to support a fantastic cause and contribute to the wider community.



Australia's  
**BIGGEST  
MORNING  
TEA**



**TUMUT**



**YARRAM**



**IRREWARRA**





**JELFOR**



**PPP**

**CABOOLTURE**



**COLAC**



# Mindshop Excellence

Mindshop excellence is a structured work experience program that is run with a volunteer training provider, a local secondary college and a host company.

It runs over one week and is structured where a group of 5-6 students are provided training in problem solving tools and project management skills on day one. On days two to five, the students are placed at a host company where a real practical project is given to them to use their newly acquired skills to come up with possible solutions.

These solutions are presented back to a group of people made up of the host company's team members and managers, school faculty and parents. In the past, many of these project solutions have been implemented at AKD and are currently still in place.

We have proudly been supporting this program for the past seven years here in Colac with Trinity College. This year we hosted another eager group of students as seen in the pictures.

They were given a project to 'review and provide solutions to where would be the optimal location for our Saw Shop service area' as currently we have one location at our Irrewarra site that services both the Irrewarra and Colac site about 5km away.

The students engaged with the saw doctor team and reviewed the current processes, spoke to relevant team members involved and used skills learnt to identify and visually display waste and potential savings that could be gained with possible solutions that they identified.

In this case, the students identified three options, one dedicated location at Irrewarra, one dedicated location at Colac or a saw service department located at each site. Wastes were identified with travel time, waiting time, saw life and mill downtime. Costs included structural building costs, ongoing travel cost, etc. The waste savings and implementation costs were then presented back to AKD, Trinity faculty and parents. This has given senior management a solid base to begin making decisions around what is required to optimise our saw doctoring activity.

This is a great development opportunity for those students who get involved. AKD are very proud to be able to engage in programs like this in our local community.

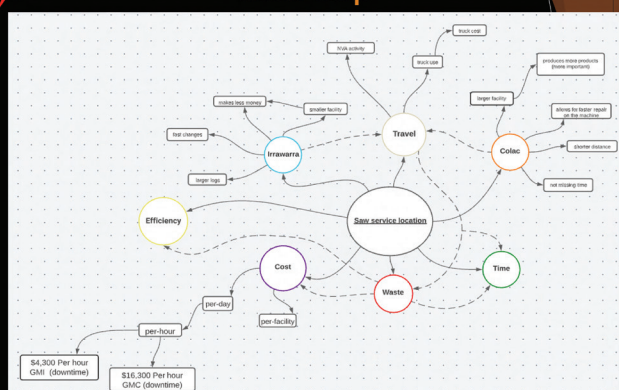
We are looking at expanding this program with discussions beginning at our Caboolture and Tumut sites to begin supporting a similar program in their relevant communities.

Current Process chart  
(GMC)

Step #	Activity description	Time (minutes)	Distance	Operation	Transport	Inspection	Delay	Storage	VAENVA	Value Category
1	loading	15 min	20 m	○	⇒					nva
2	travel	9 min	6 km		⇒		D			nva
3	unloading	3 min	20 m	○						nva
4	saw exchange setup	6.5 min	20 m		⇒					nva
5	waiting	18 min					D			nva
6	removing blades	15 min		○						va
7	putting on new blades	15 min	20 m	○						va
8	removing blade covers	1 min	20 m	○						va
9	locking up	1 min		○						va
10	resetting/testing the blades	2 min				□				enva
11	staff return	2 min					D			va
12	production starts	2 min		○						va
13	loading	15 min	20 m		⇒					nva
14	travel	7 min	6 km				D			nva
15	unloading	3 min	20 m	○						nva



Mind-map





# Program

with Mark Costello  
National Training Manager



From left: Henry Melville, Amaia McCallum, John Cutajar, Thomas Billing, Alexandra Wilkeson, Josiah Ellemor

“

*"Throughout the Mindshop Excellence Program, I experienced and implemented several taught skills. This program helped me understand how to work independently and as a team and how to manage my time. It taught me how to investigate and collect data and how to present it also."*

AMAIA MCCALLUM

”

“

*"The Mindshop Excellence Program helped me understand new ways of understanding a problem and gave me new skills that I can use for other projects in life."*

TOM BILLING

”

“

*"The Mindshop Excellence Program is an amazing experience that enhances your problem-solving skills and ability to work as a team to get through a tough situation."*

HENRY MELVILLE

”

“

*"In the Mindshop Excellence Program, I gained problem-solving skills and critical thinking skills. I also learned how to keep on task and work in a group."*

ALEX WILKERSON

”

“

*"The Mindshop Excellence Program helped me to improve my communication and collaboration skills. My team allowed me to take a role in leadership, allowing for me to demonstrate and work on my leadership quality. The program also allowed me to gain an appreciation for the backbones of business. This helped me to realise that all jobs are equal, no one job is more important than another, especially in teamwork."*

JOHN CUTAJAR

”

“

*"The Mindshop Excellence Program taught me some business and problem-solving skills which I used in a real-life situation and could use in the future. It taught me how to work as a team, and how to take a wider view for real-life situations."*

JOSIAH ELLEMOR

”



# AKD Young Guns

AKD Tumut/Gilmore is proud to support a local netball team "Sunshine" as part of its ongoing commitment to community individuals and events. We wish AKD Sunshine the very best for their season competitions. We are also sponsoring the AKD Fireballs Basketball boys' team – they are in the finals, good luck boys!





# Aiming for the Top

with Samantha Heit  
*Drymill, Caboolture*



I have just ticked over one year with AKD, dedicating my time and effort as a Dry Mill Operator. I'm so happy to be a part of a great team! But more than that, I am now Australia's 3DAAA Indoor National Champion in the Female Bowhunter Open (FBO) division!

This wasn't my first rodeo. I have participated in many competitions over the last three years in shooting, but this was my first ever double podium finish!

On Saturday 18th April 2021, I competed in 3DAAA's National Indoor Championships held at Broken Arrow Archery in Nambour, a famous annual indoor event. The competition was tough! Placing 5th in FBO division in 2020, I knew my goal was a podium finish, although the women in my division were incredible shooters and going to be very hard to beat. But I was up for the challenge!

One week after our competition, I received a

notification that our scores were posted and I couldn't open the website link fast enough. I was shaking with excitement. Finally, the wait was over! Much to my surprise, followed by lots of tears, I saw my name right at the top of the score list, sitting in 1st place claiming the title of Australia's 3DAAA Indoor National Champion 2021! I was overwhelmed with gratitude for the love and support by family and friends and those who coach me. I seriously couldn't have done it without them!

This is more than just an interest to me, this is a found love. Well, more like a love hate relationship! I always strive for consistency, accuracy and most of all... fun! Outside of the annual competitions, we travel to clubs all across Australia attending club shoots, meet up with friends who own property for casual shoots, and always ensure we visit where it all started... our home shooting range "Broken Arrow Archery".

## BUT THAT'S NOT ALL!

3DAAA also held a 2-day competition in April, an outdoor trek through the bush to find 3D animal rubber targets and having to guess the distance from a marked peg, mine being 40 yards max for my FBO division. After two days of being rained on, trekking through mud and bush, my hard work paid off yet again! I claimed 2nd place in FBO (Female Bowhunter Open)! I was overwhelmed again with my success, there's no stopping here for me!

This November, 3DAAA will hold their annual National Championship Shoot & Presentation dinner, where awards will be given for podium finish winners and the overall best "Shooter of the Year" award.

## Archery Overview

The object of archery is simple: to shoot arrows as close to the centre of a target as possible! Sounds easy right? Trust me, it gets harder the more accurate you get.

There are multiple disciplines in Archery including the Olympic Individual competition (Men/Women), Team competition (Men/Women) and Mixed Team.

These are some of the following I shoot in:

- Indoor Archery (18m)
- 3D Target Archery (50 yards/45.72m)
- Field Archery (50m)

I shoot a Bowtech Eva Shockey Signature Series Compound Bow, currently set at 40 pounds.





# Mountain Bike Enduro

with Mick Caddis  
EIC & Project Manager, Tumut



AKD Tumut was a major sponsor of the TUMUT Mountain Bike 3 Hour and 1-hour Enduro held on ANZAC day. The event is a key annual attraction of the Festival of the Falling Leaf with riders coming from the ACT and Victoria to participate. Like all events in Australia, last years event was cancelled due to CoVid-19, so this year's event was particularly anticipated by local MTB club members.

AKD sponsorship provided each rider with an AKD water bottle and reimbursement of entry fees for all riders under 16. It is expensive to ride in the event with the major cost being Cycling Australia entry fee covering insurance. The sponsorship was very popular with both parents and junior riders making the day cost free. Some 20 riders in the junior class enjoyed the event, mostly riding in the 1-hour short course.

The event was run on a bright and sunny ANZAC day with approximately 100 riders over the two event courses. The Tumut Mountain Bike Club worked hard to have the two courses in great riding condition for the day, with a well set out and challenging course for riders.

Special mention to AKD's John Robinson who works in the Tumut site despatch and competed in the new 3 hour EMTB classification.

*AKD's John Robinson riding in the 3hour EMTB class*



*Transition Control*





# Six Australian Titles for Tumut

with **Ryan Tilbrook**  
Forklift Operator, Tumut



The Australian Archery Titles were contested at ABA Park in Mudgee over the Easter period. The Tumut Archery Club was proud to have four archers represent the club.

The Titles are spread over four days on some very gruelling and tough ranges. Although the weather during the competition was magnificent, the treacherous hill climbs and difficult targets took their toll on even the most skilled archers.

The small Tumut Club amazingly and very proudly brought home six Australian Titles and a total of 12 medals.

Me and my three children, Max Will and Ella showed great strength and determination in completing the gruelling four days of competition and all four gained Australian Champion Titles.

Ella and Will both excelled and are double Title holders. Will is the Junior Boys Bowhunter Australian Champion and Ella is the Junior Girls Freestyle Australian Champion in both ABA and 3D.

Will and Ella both also gained themselves Silver Medals in ABA and 3D as a part of the Southern NSW and ACT Branch Team.

Max stepped up to the mark and showed true determination in the competition and is now the



*Max, Ella, Will and Ryan Tilbrook*

Australian Junior Boys Freestyle ABA Champion. Max also claimed Silver in Junior Boys Freestyle in 3D.

I was awarded silver in the ABA and also managed to claim an Australian Champion Title, beating out some very tough competition to become the Adult Men's Bowhunter Australian Champion in 3D.

The Tumut Archery club welcomes anyone to come and try archery, we hold shoots every second and fourth Sunday's of the month. For more information please contact the Facebook page.



*AKD's Ryan Tilbrook*



# Sunshine State Spartan Race

with Jordan Schiling  
*Drymill, Caboolture*



Where to begin? Well, I think it is great that we are lucky enough to be able to organise events and activities again for the Caboolture site while COVID-19 has settled down in Queensland. A few weeks ago, the AKD Caboolture team rallied together and decided to challenge ourselves by joining this year's Sunshine Coast Spartan Race!

For those of you who are wondering "What the heck is a Spartan Race?", the Spartan Race is a 5km obstacle course involving over 20 challenging obstacles such as mud pits or rivers, climbing over 6ft walls, monkey bars, carrying jerry cans or sandbags – and there was even a spear throw. The penalty for not completing any of the obstacles is an absolute killer – 30 burpees, an exercise that challenges any athlete.

I think I can speak for everyone when I say we all had nervous butterflies in our guts that morning, not knowing what to expect. We lined up at the start line and were asked the question "Who are you?", to which we all responded at the top of our voices "WE ARE SPARTAN!!".

Off we all went, with the AKD Team leading the charge. AKD finished 17th overall for that day, out of a staggering 1497 teams – a mighty effort by all! Everyone finished, with some team members more battered and bruised than others, although there were still many laughs and smiles once we had passed the finish line and reaped our rewards.

I would like to say a big thanks to everyone for coming along and getting out of your comfort zones! I personally had a great day and look forward to next year!





# 10 Rob Dunn

## YEARS AT TUMUT

Rob has been with the Tumut mill for the last 10 years. After several trips north to help us out over the last few years, assisting for leave coverage, Rob has now joined us full time at Caboolture. He has been a very welcome addition to our Saw doctoring team in the Greenmill.

In April of this year, we approached him to move from Tumut to Caboolture. After consulting with his wife and family, they decided the move was right for them and arrived here at Caboolture in May.

Robert started his time at Tumut in 2011 as a fourth-year apprentice from Tumberumba. He found the Tumut mill and people were great to work with.

Rob and his family really enjoy camping and fishing activities, exploring local areas and getting out in the region. After ten years in Tumut, Rob and his family decided that a move to Caboolture would be a great change and challenge for them to look forward to.

The operation of moving interstate was very challenging but Rob has settled well and is enjoying the changes at Caboolture.

Rob is looking forward to the growth and challenges coming at Caboolture, helping to develop a two-shift operation and take the greenmill to new horizons. A big welcome to Rob and congratulations on 10 years of service. Many thanks, and we are all looking forward to the years ahead!



*Robert and family enjoying one of the many attractions they have visited since their move to AKD Caboolture. He looks as comfortable here as he does when working in the saw shop*

***"I would like to also congratulate Rob on behalf of the entire Tumut team, he was a well liked and valued team member in the Tumut sawshop. His easy-going, friendly nature and skill set is already missed here in Tumut. However we all wish him nothing but the best with his new role in Caboolture and the opportunities it presents for Rob and his family. Tumut's loss is Caboolture's gain and I personally believe he will be a great asset to the Caboolture sawmill."***

**Bill Stuckey**

*Saw shop Supervisor, Tumut*





# SERVICE

# 10 Gordon Kelso

## YEARS AT TUMUT

Gordon started work at the Tumut Mill in March 2011 as the Maintenance Supervisor after working in various production plants throughout Australia and overseas. For the last 18 months throughout the salvage operations after the huge Dunn's Road bushfires, he has steered the Maintenance department as the Maintenance Manager.

Gordon was born in Larne in Northern Ireland and arrived in Australia as an 8-year-old lad in 1970.

He completed his apprenticeship in 1982 as a Fitter/Toolmaker and from there decided to venture into construction for a few years before returning to the trade a few years later.

Gordon was married in 1984 to Judy and has three children; Kieran (32) and twins Caitlin and Liam (27) and three grandchildren; Bella (5), Ollie (2) and Conner (1) with a 4th due in October.

Judy, Gordon's wife, is a keen walker who has walked the Kokoda track four times and to the base camp

of Everest. Both Judy and Gordon have been heavily involved in the Tumba to Kokoda rotary project. As a group Rotary, they have raised funds since 2006 to sent 18-20 school students to Kokoda every two years. All three of Judy and Gordon's children have completed the trek thanks to Rotary and Caitlin was also given the opportunity to live in Sweden for a year on rotary exchange.

Gordons daily commute is a 180 kilometer round trip, each day through some interesting Mountain country side from his home of Tumbarumba to Tumut. Each day there is various wildlife to dodge including brumbies, kangaroos, deer and wombats, and sometimes that dodging has not been successful, with a few damaged cars along the way. It has been an interesting last few years with their house destroyed by a freak storm four years ago, having to live in a rental for a year while it was re built and the Dunn's road fire resulting in the loss of sheds and a small cabin on the couples property.





# COGNITION

Gordon moved from Sydney in 1994 to Tumbarumba as the Maintenance Supervisor in a new production plant where he worked at that plant for six years which included a few interesting years with Toni Kirkup (or "TK" as he calls her) before moving to Tumut.

He enjoys the daily challenges in Maintenance with safety being the number one priority on the list. Gordon also takes pride in watching the apprentices grow from 1st year apprentices to trades people, admiring the fantastic program we have as a business as it gives young people a great opportunity to gain trades.

Away from work, Gordon fills his time with a new love of bike riding with Judy on the new completed rail trail from Tumba to Rosewood, the NRL as a Bulldogs supporter, the AFL as a Swans supporter and has a few horses which he cheers home every now and then. He has enjoyed being involved in many community groups including Rotary, Tumbarumba AFL club,

Youth Rotary in interact and is the current secretary of the local Tumbarumba Turf Club.

Gordon looks forward to the new challenges he and Judy are about to undertake after the completion of the Dunn's roads fires salvage with the new rosters being started in July throughout the plant.

***Congratulations Gordon on 10 exciting years working in Tumut. Your commitment to the continual pursuit of maintenance excellence is to be commended. Your care factor to all your team goes well beyond the level of a Manager and the continual rollout of apprentices to excellent tradesman is a credit to you and your key staff. Well done and I look forward to celebrating more milestones over the coming months and years.***

**Rab Green**  
Site Manager



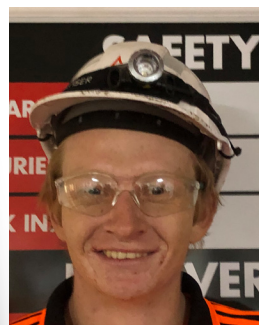
Judy, Gordon and their children – Kieran, Caitlin & Liam



Gordon's Grandchildren Bella, Ollie and baby Conner



# Welcome to the TEAM



**AIDEN BEATTIE**  
GREEN MILL  
CABOOLTURE



**ANDREW BATH**  
DRY MILL  
COLAC



**DEAN CHARMAN**  
PRODUCTION  
PORTLAND



**DEAN GRIST**  
GREEN MILL  
COLAC



**DIANA JAMARILLO**  
GREEN MILL  
CABOOLTURE



**IAN DONALDSON**  
GREEN MILL  
CABOOLTURE



**JACK DWYER**  
GREEN MILL  
IRREWARRA



**JASON BIGGS**  
SITE MANAGER  
COLAC/IRREWARRA



**JASPER COUTTS**  
GREEN MILL  
COLAC



**JESSICA TEMPLE**  
GREEN MILL  
CABOOLTURE



**LAUREN WILCOX**  
GREEN MILL  
CABOOLTURE



**LIAM CALLENDAR**  
GREEN MILL  
CABOOLTURE



**MAGGIE MANSON**  
DRY MILL  
COLAC



**MATTHEW DAKIN**  
GREEN MILL  
CABOOLTURE



**MICHAEL BOSANQUET**  
H2F  
CABOOLTURE



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



**ANDREW TAYLOR**  
PRODUCTION  
PORTLAND



**BRIAN MUGGLETON**  
KILNS  
CABOOLTURE



**CAMERON MCDUGAL**  
GREEN MILL  
CABOOLTURE



**COBY KINNEAR**  
GREEN MILL  
CABOOLTURE



**CONNOR ROBERTS**  
PRODUCTION  
PORTLAND



**FAHAD SIDDIQUI**  
TECHNICAL INTERN  
COLAC



**GEOF SUNDSTROM**  
PROJECT ENGINEER  
COLAC



**GREG SCHULTZ**  
MECHANICAL SHIFT  
MANAGER COLAC



**HAYDEN RUSSELL**  
PRODUCTION  
JELFOR



**HAYLEY MURNANE**  
DRY MILL  
COLAC



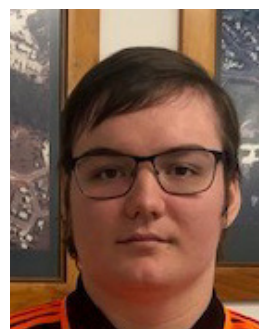
**JODY CAUSON**  
RESIDUE  
COLAC



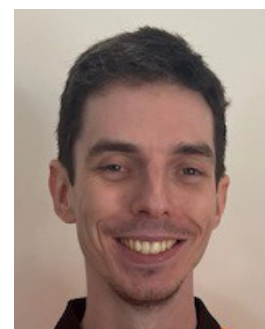
**JORDAN WEATHERLY**  
GREEN MILL  
CABOOLTURE



**KARA GEEVES**  
GREEN MILL  
CABOOLTURE



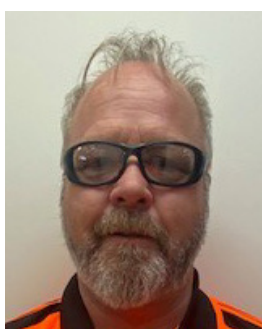
**KY DEGEN**  
GREEN MILL  
CABOOLTURE



**KYLE LANGDON**  
GREEN MILL  
CABOOLTURE



**MICHAEL CORMAN**  
KILNS  
CABOOLTURE



**MICHAEL CROWE**  
DRY MILL  
CABOOLTURE



**MICHAEL KENT**  
MAINTENANCE  
CABOOLTURE



**MICHAEL PHILLIPS**  
RMC GREASING  
TECHNICIAN COLAC

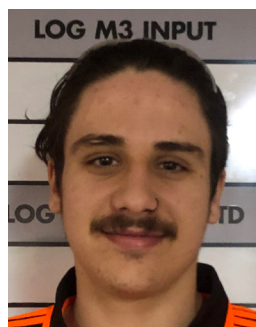


**NAIM MASOOMIAN**  
GREEN MILL  
CABOOLTURE





# CONTINUED



**NOAH FLATON**  
GREEN MILL  
CABOOLTURE



**PETER JOHNSON**  
MAINTENANCE  
TUMUT



**RHYS BONNEY**  
TECHNICAL INTERN  
COLAC



**RYAN DUVE**  
DRY MILL  
COLAC



**SABIAN RITCHIE**  
DRY MILL  
COLAC



**SAMUAL POWNCEBY**  
GREEN MILL  
IRREWARRA



**SHANE WILSON**  
DRY MILL  
CABOOLTURE



**SHAUN JENNINGS**  
PACKSAW  
CABOOLTURE



**SRECKO VUZEM**  
KILNS  
COLAC



**TAYLA REID**  
DRY MILL  
COLAC



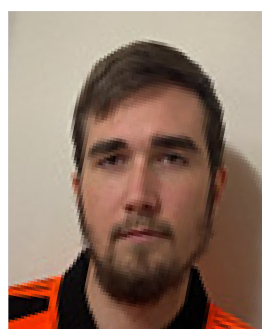
**TRISTAN BECHLY**  
GREEN MILL  
CABOOLTURE



**TROY WARRY**  
MAINTENANCE  
CABOOLTURE



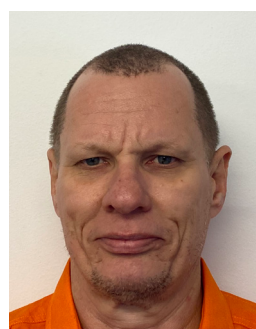
**TYRON HURST**  
GREEN MILL  
CABOOLTURE



**TYRONE ROUGHSEDGE**  
GREEN MILL  
CABOOLTURE



**WAYNE RYAN**  
PACKSAW  
CABOOLTURE



**WYNAND JOUBERT**  
MAINTENANCE  
CABOOLTURE



**ZAC ROMEIN**  
PRODUCTION  
PORTLAND



# HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Steven Kell	30	TPG	GIL
Robert Dunn	10	SWS	TUM
Phillip Lawson	10	RAM	TUM
Bruce Lyons	10	TIG	GIL
Michael Short	5	RAM	CAB
Randeep Cheema	5	DMD	COL
Brendan Gerrard	5	EWP	COL
Karen Johns	5	FOR	COL
David Reilly	5	SAL	COL
Andrew Brook	25	DMD	COL
Christopher Varley	20	DIS	CAB
Brandon Robinson	10	GMT	TUM

Welcome to  
the **TEAM**

BABIES EDITION



Nick and Lauren welcomed their second baby to the Colac Technical Team

*Isabelle Murray*

Born on 15th June at 1.55am, weighing 9 pounds 7 ounces.



Isabelle is settling in well with brother Henry 3yrs old, although he has had some adjusting to do no longer being the centre of attention!



Taylor and Leigh welcomed their first family member to the Victorian Sales Team,

*Parker Mahoney*

Born on 7th of April at 12:42am, weighing 6 pounds 5 ounces.





# The Wrap-Up

It's July and another financial year has come to a conclusion, and it was a much better year than the previous one. For most of the year, we have had strong market conditions and we were able to push our sawmills to operate at their maximum limits. We restarted the Caboolture sawmill in late September and we restarted the Irrewarra mill in October. As previously shared, our safety performance continues to improve with a 40% reduction in our LTIFR for FY21. We also introduced a range of extremely talented employees into our business and saw a lot of individual personal development.

The Caboolture team has now completed a recruitment process that sees them move from one shift in the greenmill to two, initially we will see a 50% lift in timber production. We have ordered a new continuous drying kiln for the Caboolture site, and we will see a further lift in production after that. Congratulations to all the people who have worked hard on getting the Caboolture site to this position and "welcome" to all the new people who have recently joined our company.

The new kiln is an exciting project for the Caboolture team as it is a uni-directional continuous drying kiln being built by Windsor. This type of kiln is a first in Australia and will ensure that Caboolture continues to produce a superior product. It also aligns and connects with AKD's values and pillars about being **"internationally competitive"** and **"taking a long term view"**. The kiln will enable Caboolture to move towards our long term log input target. The new kiln is also a significant proactive investment at Caboolture. We made a promise when we acquired the site, we would invest, and now that we have executed a new log contract, we are fulfilling that promise of investing.

The Tumut team has seen their greenmill move from a two shift operation to a single shift operation from 1st July as an outcome of the Dunns Road fire. I want to acknowledge the whole Tumut team and what they have accomplished in processing salvage logs for such a long period of time. The Tumut site has had a lot of uncertainty over the past 18 months and we appreciate everyone's efforts and again the fact that production shifts have had to change.

We have the Gilmore site being developed into a Distribution Centre to complement Gilmore's treatment activities. Gilmore will fully replace Berkley Vale from late September. The Berkley Vale site is leased and that lease is due to expire in April 2022. Conducting the DC activity from Gilmore is a superior outcome for AKD. I would like to acknowledge the Berkley Vale team. I know that the outcome is not what you may have wanted but we appreciate your professionalism and efforts through this transition.

In addition, with support from federal and state government grants, we are looking at installing new sawmilling equipment at Tumut. This will improve recovery, grade yield and productivity, especially of the smaller logs that will make up more of the long term log supply. This project is exciting as we will look to install equipment that we have in Colac such as a new horizontal shape sawing gang saw with profiling.

This investment in Gilmore and Tumut clearly demonstrates our ongoing long term support and commitment to the NSW business and markets.

The Colac sawmill has continued to improve through the year with run rates steadily climbing. Expectations are now 150m<sup>3</sup> an hour compared to the start of the year where run rates of 125m<sup>3</sup> were the norm. We think the sawline should be able to achieve over 190m<sup>3</sup> in the long term. The Colac site continues to improve and we have recently moved the Irrewarra site to five shifts a week up from four.

The Post & Pole business has also completed a new Debarker project and cut to length line that will enable Portland Pine Products to procure longer length logs. This will also improve the sites productivity and move the site forward.

So a lot going on, a lot of positives and happier times for our company. It's nice to be able to celebrate some success.

Finally, I'd like to thank John Marshall after 26 years service at Yarram. John, your drive and passion for the Yarram site and team has been infectious. Your commitment to continuous improvement, your people, health and safety and housekeeping has meant that we felt at times you were more AKD than we were!!

I have a lasting memory of the first day I visited Yarram and the strong conviction you showed in Yarram's potential (and all that frigten concrete!). AKD purchased a mill, merged a team and inherited a fantastic leader and ambassador for the Yarram site. So thankyou, take care and enjoy retirement.



**Shane Vicary**  
CEO

