

THE SPLINTER



RECOGNITION WELL DESERVED

2021 NATIONAL FORESTS
INDUSTRIES AWARDS - PAGE 2



AKD EMPLOYEE NEWSLETTER

EDITION 40

JULY-AUGUST 2021



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

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Up coming events

MON	TUES	WED	THUR	FRI	SAT	SUN
September						
		1	2	3	4	5 HAPPY FATHER'S DAY
6	7 Women's Health Week	8	9	10 RUOK?	11	12
13	14	15	16	17	18 Lanterns on the Lagoon Tumut VIC	19
20	21	22	23	24 VIC - AFL GRAND FINAL PUBLIC HOLIDAY	25	26
27	28	29	30	31		

OCTOBER BREAST CANCER AWARENESS MONTH						
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
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AKDSOFTWOODS

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STAY COVID SAFE



WASH YOUR HANDS



KEEP YOUR DISTANCE



STAY HOME IF SICK



SYMPTOMS? GET TESTED



FOLLOW RESTRICTIONS

2021 National Forests Industries Awards

"Safety does not start or stop at the gate and we must have a collective responsibility for the safety of self and others- both at work, and at home!" - a philosophy which has led AKD's National Health and Safety Manager, Toni Kirkup, to win the 2021 National Forests industries Innovation Health and Safety Award. The commendation reflects not only her passion for safety, but also her unrelenting drive to move AKD towards a zero-harm workplace.

The award recognises a person who has demonstrated excellence in their development of industry initiatives and contributions towards health, safety and well-being within the Australian forest industry.

Toni's efforts over recent years in changing AKD's Culture around safety have done just that, resulting in a 20% reduction in our LTIFR in FY20, which only got better in FY21 with a further reduction of 40%. Her creation of safe work posters which can be seen throughout all our sites made safety a personal matter for us all. Toni changed the way that we, as a community, view our own safety and the safety of others as not only important to ourselves, but how important it is for our loved ones.

Toni's continuous hard work and dedication to the safety of AKD employees has only been heightened throughout the COVID 19 crisis. When COVID hit Colac, Toni went above and beyond to protect not only the AKD team, but also the Colac community as a whole. Toni put in hours upon hours of work leading and educating our teams. The "Keep Colac Safe" Campaign was one of the products of these hours of work. Toni challenged Shane with the belief that it was pointless to try and keep employees safe at work if they were only going to be exposed to the virus in the community, driving the start-up of the campaign. This was a community effort which was recognised on a national and worldwide stage.

Toni is a pivotal member of the AKD Community, and nothing sums up just how important she is to AKD better than these words from Shane:

"AKD is incredibly proud of both Toni and what she has achieved for AKD through her perseverance and persistence. Quite simply, Toni made safety personal and engrained in our behaviours and culture. Toni

achieved this through driving a consistent message of its not compliance, it's our collective responsibility to ourselves and our families.

The real strength of what Toni has achieved is a system or a set of behaviours, that are sustainable and owned by all employees, not requiring Toni's constant reinforcement. Toni has made AKD a safer place to work, and for that we are incredibly grateful."

Congratulations Toni on this very well deserved achievement!



I really was impressed with our overall group results last year, none of which could have been achieved without the support and engagement from our workforce – however a new year means new areas of focus...

While our results were really good, it doesn't mean we are where we want to be – there is still a lot of improvement that needs to happen to get us closer **Towards Zero**.

We have set ourselves new targets for our Lead & Lag Indicators (in other words – things that we need to improve & things we are doing proactively) – and FY2022 will be themed around **20:20**.

Lag	LTIFR & TRIFR	20% reduction
	LTISR (new measure)	20% reduction
	Notifiable events	Zero
Lead	Hazard reporting	20% increase from previous year
	Safety Interactions	100% completion against individual targets set
	ICAM Investigation	Timeframes achieved for all ICAM Investigations
		Incident Debrief sessions conducted
		Communication to the workforce
	Corrective Action Close Out	80% completion of actions by due date
	Safety Training	80% completion against Training Plan schedule
	Good news story	1 good news story (per site/per schedule) shared across the group

Last year, the number of injuries decreased significantly compared to the previous year, however, there are still far too many incidents occurring that are **absolutely preventable**.

When we work through the investigations into these events, what continues to come out of the discussions are that people feel rushed, people feel pressured to get tasks done quickly – even if that means taking a short cut, using the wrong tools or not taking the time to plan & prepare correctly.

My question is...why do our people think this way & what can we do to change this perception??

I have lost count of how many times Shane (our CEO) has communicated to the workforce, stating that producing extra timber is never more important than our team's safety. So, if our CEO is encouraging & supportive of taking the time to do each job safely, why do our teams continue to feel that they have to rush?

We put a lot of focus last year around 'making safety personal' and guess what, I am going to bang on about it again this year.

“
Nothing should be more important to you than your own safety – you have control over your actions, your decisions, and your choices.
 ”

Safety

with Toni Kirkup
National Health & Safety Manager



Before I started writing this article today, I was in the lunchroom having a discussion with someone who reminded me of a saying that is so very true...

“NOTHING
CHANGES
IF NOTHING
CHANGES”

If we don't challenge ourselves to change or challenge the way we do things – we will never improve, and that's NOT the AKD Way.

Over the recent months, the Covid situation has changed again – this time, NSW being the state that is now front & center and has been placed into lockdown.







The restrictions and critical control measures that are required to prevent CoVid are known by everyone – so I'm not going to reinforce those, but I do want to reinforce that everyone deals with things differently, people's situations are different and people's views on the topic can differ.

It is really important that we do what we are required to do, based on government directives. Times are tough enough without bringing our personal opinions into the workplace – this can cause a lot of unnecessary angst and stress.

It is important to remember that times like these are when we should be looking out for each other, checking in on our families, friends, workmates etc (which in some states, may need to be done on the phone or video call because we can't be there in person). Let's not make this situation harder than what it already is – please be kind to yourself and to each other.

YOUR HEALTH AND WELLBEING

Mental health & wellbeing is really important, now more than ever. CoVid has placed additional stress & uncertainty on families – (even our kids). Here are some things that may help.

- Learn a new skill
- Spend time in nature 
- Set some small goals, so you have something to work towards
- Talk kindly & positively to yourself. Remind yourself that there is no right or wrong reaction to the uncertainties of the pandemic 
- Connect with family & friends that make you feel good & you can trust. Let them know how you're really feeling and share any concerns 
- Remain active. Make time to take a break from work commitments, and go for a walk, to the gym or any movement that feels good to you 
- Keep to a healthy routine, as similar to normal life as possible 
- Do things that make you feel physically and emotionally comfortable, engaging in activities that make you feel safe and calm. Continue to do the things you enjoy as much as possible
- Choose how often you engage with news and social media, and be sure to find news sources that are trustworthy and factual. Add in some content that makes you laugh and feel comfortable 
- Always reach out for help if you feel you need it, whether it's personal contacts or professional help



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support groups and suicide
prevention services.
Call 13 11 14, text on
0477 13 11 14 (12pm-midnight)
or chat online



24 hours/7 days a week
Call 1300 22 4636,
chat online or email



Talk to your Supervisor or
Manager to arrange



AROUND THE GROUNDS

The Greenmill second shift officially started at the end of June with the Saw shop, Logyard, Drymill, H2F, Pack docker and Maintenance also changing shift configurations to support the growth of the site now and into the future. New faces, new teams and the re-moulding of our identity is a part of our journey as we welcome new members, make relationships, build connections and increase production volumes for our business.

We want to take this opportunity to once again recognise all our new employees that have joined us at Caboolture. Welcome to the orange army and we look forward to a bright future for yourselves and the site!

As we grow, we have focused heavily on safety, training and onboarding of new team members. Covering line of fire, critical risks and ensuring we provide time in the plant to gain familiarity and experience. Spending more time with our teams, focusing on safe behaviours and concentrating on hazards, risk and controls are key platforms in working towards zero harm. Our message is simple; "No job is too important not to stop and take the time to assess the hazards and risks. If you are uncomfortable, unsure or

uncertain, stop and ask for help".

It's great to see that we have several safety capex initiatives on the go, including the recent completion of drymill lifting equipment in the planer room and an upgrade to the greenmill infeed log wall guarding as we pen this article.

While NSW demolishing QLD in the state of Origin was tough, the good-natured rivalry and mateship this event brings cannot be underestimated. There was some good banter across the borders and onsite as more NSW residents understand QLD is the place to be! (sorry, could not help myself). To the team's credit, they have ensured that every block pack of high grade destined for TUMUT is done with love as we are one business (although I do recall a conversation about how we could make each pack maroon before sending it south). On a serious note, the teams at both sites have ensured Project Export is a success and have worked together to minimise the impact to the sites and deal with issues as they arise – well done Tumut and Caboolture.

The Project Export works are looking great from the construction of hardstand working areas at the rear of the Greenmill (which will eventually form part of the ring road for the site), the second weighbridge, widening of the front gates and strapping stations that are nearing completion. Anyone who knows our site and its location, "The Urban Sawmill", will vouch that this work will support our long term master plan with a step towards better traffic and pedestrian management and overall safety of our people.

Project Blizzard is making good progress. We are preparing for operational readiness with SOP's, final inspections, and punch lists (the details we want attended to or fixed) to make it perfect. In September we will see the Kilns and Boilers fuel shed online, our new chipper onsite and the electrical switch room completed, allowing us to move away from diesel generators in this area. We are really excited to have watched this all come together but even more excited about turning our shavings into wood pellets. WOW - a brand new technology, process and product for AKD in the biomass industry.

On a different note, I would like to acknowledge John Marshall. In times when things were not going so well, you could count on Johnny being there and



New Employees being trained and working through issues on the greenmill gang Saw

reaching out. Thanks John, your support has meant a great deal to me!

There is a lot going on at the site and we are extremely grateful that the market is strong, our industry is going well and we can still come to work (even while managing our way in and out of minor lockdowns in QLD). Keep up the great work in managing your safety and ensuring everyone around you is safe both at home and at work.

Greg Levinge

Caboolture Site Manager



Hardstand areas at the rear of the greenmill being developed with civis and cement works.

HEALTH AND SAFETY

Traffic Management

Caboolture has had plenty of changes to tackle over the past year. The current projects have had us completing changes to traffic management weekly or daily at times.

This has required some consultation, and movement of existing infrastructure, barriers and signage to direct the flow. For the most part, we have had very little disruption, with the whole team working to distance machinery and people.

SLAM Tool

With the changes to site, we have had a lot of new starters and changes within departments over the past few months. This has had many new eyes looking at processes and procedures.

SLAMs are an integral part of the way we address the hazards that are unknown in our day-to-day work. Things that change as part of the normal operating procedures are often hard for the new persons to identify as they build their experience.

The teams in the Green mill and Dry mill are endeavouring to come together at the start of shift to discuss the SLAMs required for the different machine centres. During significant downtime there is also an opportunity to discuss hazardous activities when entering the machine centres. This has been a great learning experience. Regular



catch-up sessions with all workers that have started in the past 6 months have also contributed to reducing confusion, or to refocus on the core objective in completing SLAMs.

Hazard ID

It was great to talk to Green mill team members while competing a Safety interaction at the Green mill strapping station.

Colin Balboni

EHRS Manager - Caboolture



COLAC-IRRE

AROUND THE GROUNDS

Whilst writing our last Splinter update, the Colac site was in the middle of a shutdown of the Colac Green Mill and Log Sorter. I am pleased to report that the execution and results of the shutdown were excellent. Most importantly, the shutdown was completed safely with no injuries.

A big thanks goes to those maintenance and support people who diligently planned, organised, and executed the maintenance shutdown. There were some trying weather conditions which kept everyone on their (wet) toes. The true measure of the effectiveness of a maintenance shut like this one (aside from being safe) is how well the equipment restarts and runs during the following week of operation. I am pleased to say that the week following the shutdown the Green Mill ran without issues, and the Log Sorter lifted reliability to the point where it has broken a couple of throughput records since the shutdown!

Results such as these can only happen through strong teamwork and working towards a common goal. These outcomes also help lift our spirits and build the environment for continuous improvement.

I would like to take some time to recognise a great example of teams getting together to achieve positive outcomes and establishing the culture that we aspire to at AKD. In the Colac Green Mill, we had a situation where the bark recovery system under the log infeed deck stopped working and the buildup of bark in the system was growing. We had this situation previously that resulted in nearly 6 weeks of the system not working, and the maintenance team getting in and cleaning out the system every week until it could be finally cleared and working again.

This time however, the maintenance and production teams took it on themselves to work together. The line was stopped and the operators and maintenance team (and their respective Managers) got together inside the bark system and cleaned it out over the next hour.

This story recognises a couple of key elements on how we want to operate at AKD:

- We work as a team
- We seek a zero harm workplace
- We take a long term view (the problem would only have become bigger if we hadn't taken the time to stop and get it right the first time)

I am proud of the approach these teams took in



Logs running nose to tail exiting Colac Log Sorter

this circumstance, and didn't make it "someone else's problem", they worked through and solved it together as a team.

Irrewarra Kilns

The Irrewarra kilns have come back to life. After some significant effort from the Irrewarra team the boiler has been recertified and the kilns are drying timber.

We have been running the kilns for over a month now from Monday to Friday, and in September we will have sufficient operators and skills to run them 24/7. Well done to the team at Irrewarra for making this happen.

Safety

Our current area of focused activity in safety is around Mobile Plant. There has been a lot of engagement with our Mobile Plant operators to seek understanding around the issues they face and trying to seek understanding of the challenges of operating Mobile Plant in our workplace.

There has been some great engagement on this journey and I would like to thank the drivers for their candour in this activity. We have all certainly learnt a lot about the challenges, and we have been able to solve some problems along the way.

The Dry Mill and more recently the EWP area have launched a SLAM program. They have been filling out a SLAM each and every time they begin work in a work area. The engagement of the team in this program has been fantastic, and there have been a lot of learnings made around Hazard Awareness and solving recurring problems. The safety results in these areas are showing significant improvement as people begin to think more about Hazards and clearly identifying them.

Jason Biggs

Colac & Irrewarra Site Manager



A photograph of a large industrial facility, likely a pulp mill, featuring tall smokestacks, complex piping, and large storage tanks under a blue sky with clouds. The image is tilted slightly to the right.

A photograph of a woman, Emily Watemans, wearing an orange high-visibility jacket and a black and white patterned face mask. She is seated at a control desk in a control room, operating the Colac Green Mill USNP. The desk is equipped with multiple computer monitors displaying various data and video feeds, a laptop, and a control panel with numerous buttons and a joystick. The background shows a large window overlooking an industrial facility.

08



TUMUT-GILMORE

AROUND THE GROUNDS

Safety

While safety results have overall been pleasing over the last few months, we are still seeing a number of people obtaining hand and finger injuries. I can't stress enough the importance of thinking where you're putting your hands and looking before you reach into grab that broken board.

Recent Covid restrictions in NSW have seen an increase in precautionary safety measures across the site with the wearing of masks being new for us all.

To finish on a positive - Well done to the Gilmore team who recently achieved 15 years Recordable Incident Free.

Projects

There are a lot of projects in various stages at Tumut.

The conversion of Gilmore to a Distribution Centre is progressing well. This is a great story for the Tumut Region as it will create and save jobs, provide logistics advantages and is part of a significant change to the Gilmore business. This is an innovative idea created by AKD and supported by the owners of the company as they sought to re-engineer the business after the bushfires.

The new dispatch office construction is progressing with delivery expected late September. Site works for the office including power and water are continuing

in readiness for the office delivery. Work on the car park has commenced but wet weather is slowing progress.

The redundant fuel bin has also been demolished and the area is being reclaimed for future use. This job is part of the overall "Rebirthing" of the site. The old boilers are also a target for removal as Shane keeps on challenging me to think bigger for Tumut.

Production

The new shift structures commenced 1st July. Credit to all the employee for the success of this implementation.

Production was very successful considering most employees moved into different roles, they undertook training in new equipment and covered vacancies which still exists. Over the coming months we will continue to focus on upskilling new employees to allow for additional volume to be processed on afternoon shift.

During this transition, we have has an unrelenting focus on safety and employee's wellbeing.

Horizontal Shape Saw Project

The Horizontal Shape Saw (HSS) secondary breakdown project is progressing steadily. The concept design has been reviewed, converting into a Capex, submitted to the AKD board and been approved.



New office under construction



The old fuel bin has been demolished at Gilmore

MORE

The scope of works includes a significant amount of pre work to enable a new machine hall to house the HSS to be built. An estimated 1080 m³ of soil must be removed from the eastern side of the sawmill to expand the basement area of the sawmill for the HSS foundations and supporting auxiliary equipment.

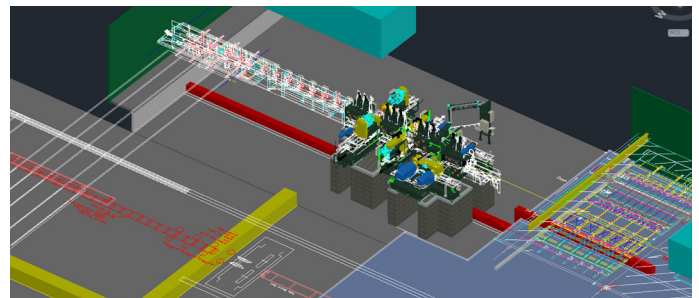
The new building will incorporate a 5000 kg overhead crane for the servicing of the HSS, promoting a modern and safe operating environment.

The project is developing to the approval stage with preliminary budgets and quotes completed. The total project budget is \$23 million. The estimated start-up date of the line to be September 2023. There is a delivery time of 18 months from US manufacture to Tumut site for installation.

Rab Green
Tumut Site Manager



HSS as installed in new machine hall.



HSS concept layout.

HEALTH AND SAFETY

As humans we use our hands and fingers every waking moment, so placing hands and fingers in the process or in the "Line of Fire" is something we do constantly. However, every action has an equal and opposite reaction and unfortunately not everyone's hands or fingers have come out of the process uninjured, which is concerning.

Recently we have had fingers being burnt, bit, jammed and even strapped to packs, just remember we don't have spare parts for your hands.

One of our safety projects recently was around our new Distribution Centre at Gilmore. With an increase in mobile plant movements and more people in the dispatch area, there will be a big focus on mobile plant and pedestrian separation to ensure safe movement around the site.

Another big safety improvement for the site was the installation of the Trimmer box automatic door lifters. This modification has removed the risk of manual handling to employees when opening the individual doors and also the risk of the individual doors falling closed with someone in or around



the saw box. The improvement has taken the old individual doors and replaced them with a large single door attached to a single shaft that can be opened and closed from the walkway.

Great work to all involved in this project.

Until next time - Your safety matters, My safety matters, Our safety matters.

Stay Safe!

Rodney Sutton
EHSR Advisor - Tumut



YARRAM

NEW SITE MANAGER

Glen Davis

G'day there, I joined AKD in July of this year as the new site manager for Yarram. Big shoes to fill I am told by Shane with some other words of encouragement. (LOL)

I am really excited to take on this role in an organisation that clearly cares for its people and has a clear vision for its future. I was also sold on the idea that the team in Yarram works in so well together and functions more like a family than just colleagues.

Prior to AKD, I spent most of my adult life working for D&R Henderson's particleboard and sawmill located in North East Victoria in a variety of challenging roles with the most recent being the Sawmill Site Manager's role.

Out of work, I have been blessed with partner Teena and three sons who are always a source to keep me grounded and busy. I grew up on a sheep farm in the same area and have always been keen to get involved, see how things tick and try new things.

In the past 15 years I have been heavily involved with my boy's junior Aussie Rules football, love to go fishing when I get the time but have also spent some time recently having a play with timber river resins,

learning to weld and getting together with friends making salami and kabana.

As you get further into life you realise its more about the journey than the destination and I am really to looking forward to this part of the trip.



Glen and wife Teena



Tom and girlfriend Samantha

Murry (muzz) and Bailey

AROUND THE GROUNDS

Yarram has had a busy couple of months around the grounds, completing two capital projects, one around the compressors for the site and the other a replacement of the scanner shed.

The Yarram site had 5 old compressors servicing the site since its start-up, which have now been replaced by two new main compressors, with one a variable speed (for extra load) and one fixed (continuous

running), fully servicing site requirements. The new compressors have soft starting capability and a variable drive speed reducing inrush current requirements, decreasing power demand, and saving energy.

To accommodate the new compressors an extension to the compressor shed was required, allowing for easier access during installation, and periodical servicing.

As part of a continual improvement plan, the debarker scanner shed was identified as an area needing a little TLC. The old shed was little more than a shack and in constant need of repairs, so Bill Wilson set about to design a new and improved shed.

The new scanner shed was constructed using a colour bond exterior and ply interior, designed to keep dust and light from affecting the accuracy of the scanners that scan each log coming onto site destined for the greenmill.



Compressor shed

Special thanks to Bill Wilson and a local contractor E.R. Smith Builders for completing the project to the highest standard.

Glen Davis
Yarram Site Manager



HEALTH AND SAFETY

It has been interesting times around the traps here at Yarram. We have had many things to deal with, one in recent months has been the weather. We experienced two storm events which they tell me are termed 1 in 100 year events. One took out the power for quite a few days. It was interesting to note that nearly everyone turned up for work even though they didn't have power at their own homes. People got very inventive as to how to survive during the period, of course no good for working unless we handed out hand saws to everyone – that would take sawmilling back at least 100 years.

I can still picture the die-hards, that stayed back battling away on site doing all they could do to keep our plant out of flooding waters.

Around town, the community spirit was alive, and it was very heart warming to see the amount of groups that were supplying food, shelter and showers to those that needed it.

Then as the power gradually returned to the sawmill, employees turned up even though they still didn't have power at home. Very humbling to see.

What else has been happening? We are looking at a proximity system for our forklift fleet. Wayne and

Isabel [site electricians] are talking to a company to scope out what they can offer us.

We saw John Marshall retire and Glen Davis replace him.

Also, the site is looking at coming into the current century in the area of internet speeds, with a fibre-optic cable that runs past the front of the mill now being run into the site. The AKD IT team did a great deal with Telstra and Yarram now has light speed internet.

A lot of planning is underway to help improve safety around the site, so as they say 'watch this space'.



This is the main drive into office looking over to the Log Yard, interestingly after it settled down a bit.

Graham Clarke
EHRS Advisor - Yarram





JELFOR

AROUND THE GROUNDS

I hope everyone is well and coping with life in the CoVid era. Another financial year done and here at Jelfor it was a time for reflection on the past year and to see what we do well on site and what we can improve on.

Dealing in "round" wood has many disadvantages to "square" wood and an area we are focusing on is our packaging and presentation of treated packs.

Trials have begun to present them in a square form which has so far carried many benefits. They can be loaded onto trucks easier saving time, can be

strapped with plastic strap instead of steel strap, stack neater and safer in the yard and present better for stock counts.

Customers will hopefully start to see the new "square" packs roll out over the next few months with the hope that feedback is positive so that moving forward, these packs will become the norm.

Take care and stay safe everyone.

Benjamin Bailey
Acting Site Manager Jelfor



ROUND VS SQUARE





PORTLAND PINE

AROUND THE GROUNDS

Hi Everyone, in 2020 our log supplier One Forty-One announced to our site they no longer have the ability to produce a 1.8m and 2.1m product on our current processing lines.

These products are currently cut to infeed length in the bush, delivered to site and processed through our small peelers and cambio line.

Going forward these lengths will not be able to be ordered and the minimum length log available will be 2.4m.

A system was designed by Gibson's to cut a 1.8m and 2.1m product out of longer length infeed log (3.6m & 3.9m) a larger Cambio line (Debarker line) was identified as the best option to upgrade to meet these requirements.

The project goals were to:

- Dock to length 1.8m and 2.1m output product from 3.6m and 3.9m infeed material
- Handle product lengths of 1.8m, 2.1m, 2.4m 2.7m and 3.0m through entire process
- Handle product diameter from 75mm to 250mm through entire process
- Process annual volume of approx. 630,000 pieces out (approx. 16,500m³) through upgraded line on a single shift operation (225 shifts p/a)
- Piece count average of approx. 8 pieces per minute out when cutting 3.6/3.9 into 1.8/2.1 finished product (based on 100% utilization)

The debarker line project has now been completed, commissioned and is in operation.

Big thanks to Tristan Bellears, David Monaro, Brady Wicks, Gibson's, the entire Portland Pine team and the Colac electrical team for their support to get the debarker installed and operational. The project was delivered safely, on time and to budget, proving to be a great collaborative effort.

Daryl Hann
PPP Site Manager



Old debarker



New debarker



Behind the Tools

with Gordon Kelso
Maintenance Manager Tumut



Wow eight months in to 2021 and again where has the year gone, just like 2020.

Like 2020, 2021 has again presented to the site many challenges with change of shifts for production. The maintenance team has changed focus from Monday and Friday maintenance days to total maintenance activities on the back night shifts.

The development of the Maintenance boards with each area coordinator placing the weeks night shift work for all trades has allowed the trade people to focus on their areas for the upcoming week and have parts ready in advance for the next nights maintenance.

The last few months have again thrown up challenges to our apprentices with covid lockdowns sending learning back for theory for Educational Living back to Team's video links. Practical being accessed by trades people, photos then being sent showing measurements to the teacher for checking.

It is with great pleasure that we have seen Angus Shepherd complete his training and gain his certificate in Cert III Engineering (Fitter) and congratulations to Nick Webb who has completed both his Cert III and now completed Cert IV in Engineering.

Throughout the last six months the team has seen some new trades people Dan McLennan and Peter Johnson join the electrical team.

This year so far to date, we have had the pleasure of having 6 students from Tumut High School completing their work placement in both the electrical and fitter trades.

Thankfully lots of the team have been able to get back to enjoying sporting activities after last year's wipeouts of comps due to covid. They are enjoying the weekends with Golf, Cricket, League, Aussie Rules, Union and lawn bowls to mention just a few, with some of the team making it into state sides.

We look forward to the exciting times ahead of the site with some interesting projects in the pipeline.



Angus with his Cert III in Engineering



Nick working with Tumut High School student Jimmy Booby

Clontarf Foundation Reggie Coe

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander men. By doing so, equips them to participate more meaningfully in society.

Reggie attended Tumut High School where Clontarf helps young men to finish year 12 and enter employment. Reggie started with AKD Tumut doing a School Based Traineeship back in early 2019.

Well done Reggie, AKD are proud of you.

EMPLOYMENT

clontarf.org.au

Tumut Academy

July 2021

Written by Mat Chapman



clontarf
foundation

Marching to Success

Tumut Academy Alumni Reggie Coe is making every post a winner since graduating school in 2020, and the smile on his face in these pictures tell a great story of a young man proud of his achievements, and he has every right to be proud.

It was in the recent Term 1 break that Reggie completed his first part of his journey of becoming a builder in the Australian Defense Force by marching out from Kapooka Army Base in Wagga Wagga after completing his first block of training as a soldier.

Due to COVID restrictions Reggie and other soldiers were limited to only two family members to witness the march out in person. However the general public were able to view the occasion via live stream. "It was such a thrill to see all these wonderful young fellas marching out on the TV, when we got a glimpse or Reg, Chappy and I were pretty emotional to be honest," said Tumut Academy Operations Officer Leon Douglas. "It is a massive commitment that these lads take on, and to see how well-drilled and immaculately presented they all are is amazing," he continued.

Fortunately for extended family and friends, they were able to catch up with Reggie at the Wagga Botanical afterwards. Tumut staff and Regional Manager Pat Edmunds where all in attendance.

The occasion was an emotional one with Reggie not seeing family or friends for nearly three months. "I would of loved to have the Clontarf boys there at the march out today. But having them here is the next best thing. It is so good to see everyone from home. I am so lucky to have all the love and support from everyone," said a beaming Reggie.

"I have to give a massive thanks to Brent Irvine from the Defense recruiting team as well. He helped me so much to get me to this point," Reg said.

When asked what advice did he have for other young fellas back at his old Academy his reply was pretty direct.

"Turn up to school every day, have a crack, do as much as you can with Clontarf, and listen to Chappy and Chicka's advice."



EMPLOYMENT

clontarf.org.au

Tumut Academy

June 2021

Written by Leon Douglas

Intro to Timber Industry

Opening the doors to that timber smell.

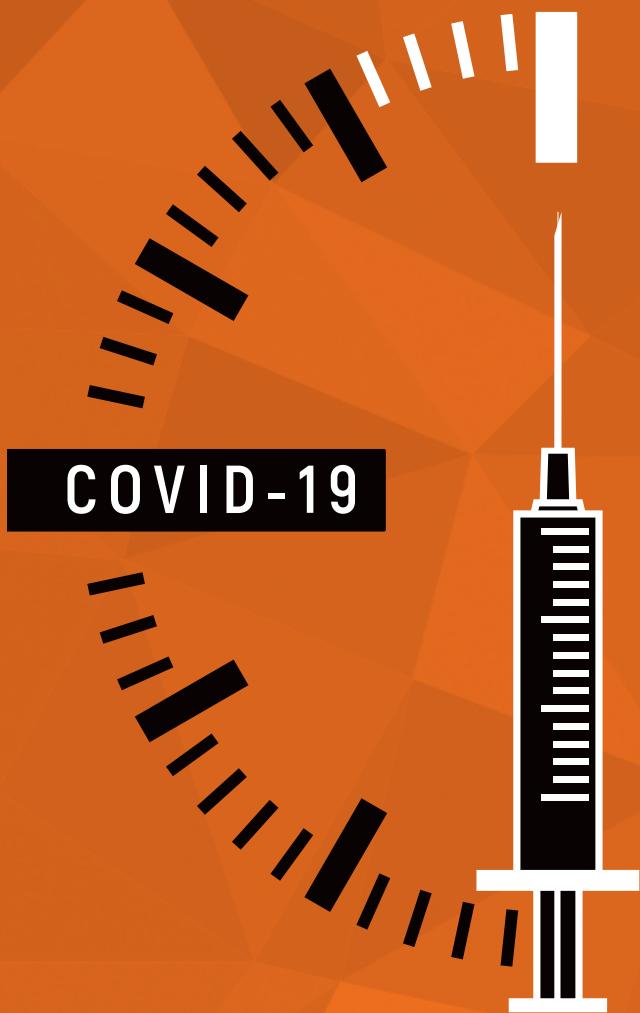
The Tumut Clontarf Academy were lucky enough to have a work site visit of our local AKD (Associated Kiln Driers Pty Ltd) soft wood mill.

The boys were extremely excited to have Rodney Sutton (EHSR Advisor) to walk us through the mill, showing us the different stages of the processes of how the timber is dressed and prepped.

Rodney spoke in each department of the mill of all the different job options, which opened not only the boys' eyes but also my own, to the countless career opportunities are available within the organization.

AKD are big on their safety, which Rodney spoke about at length with the boys. He asked them a number of questions which broke the ice, making them comfortable. The boys had plenty of questions of their own which made the trip well worthwhile seeing how interested they were.





TIME TO VACCINATE

By choosing to get vaccinated, you're not just protecting yourself - you're keeping your co-workers, family, friends and the community safe. The sooner you choose to roll up your sleeve and get vaccinated, the sooner we can get back to living a more normal life and enjoy doing the things we love again.

To support and enable you to receive covid vaccinations AKD will approve 3 hours paid leave to allow you to attend for a covid vaccination. Proof of attendance must be provided to your supervisor.

Should you become unwell or unfit to return to work following the vaccination you are able to access your personal sick leave. In this instance contact should be made with your supervisor to advise of absence as usual.

YOUR TO WIN **\$1000** EACH WEEK

FIRST VACCINATION
= 1 ENTRY

FULLY VACCINATED
= 2 ENTRIES

To go into the draw you must provide the following evidence to covidpassport@akd.com.au along with your name, department, site and contact number:

FIRST VACCINATION:

Evidence of appointment or vaccination card with name and date details

FULLY VACCINATED:

Copy of your Covid vaccine passport

FIRST DRAW: MONDAY 6TH SEPTEMBER

Covid vaccine passports are available via your myGov account. Directions can be found at <https://www.servicesaustralia.gov.au/individuals/subjects/getting-help-during-coronavirus-covid-19/covid-19-vaccinations>

Conditions: Draws will be held each Monday commencing on Monday 6th September 2021 and concluding on 20th December 2021. One winner will be selected at random each week. Entries must be received by 5pm on the night before the draw. Once you send in your passport you will receive an acknowledgment of receipt and will go in to the draw for the remainder of the draws. You will not need to resend your passport each week. Winners will not be eligible for the remaining draws. Only AKD employees are eligible and must be employed by AKD at the time of the draw. By registering you agree to participate in promotion of this draw including internal and external photos, articles and marketing. AKD may at its discretion add, alter or cease any of the conditions. Enquiries may be made to the above email address or to Emily Hay on (03)5231 9100.

I got Vaccinated because...

“

I got vaccinated because I want to be able to travel with my husband and family

CAROLYN ARNOLD
PAYROLL OFFICER



”

“

I got vaccinated because it was my choice to do so based on medical advice. Being vaccinated not only protects myself but the people I care for in my life

RAB GREEN
TUMUT SITE MANAGER



”

“

The reason I chose to get vaccinated was to protect my family but also so that live music can come back as I love going to concerts.

TANIA THEOBALD
ADMIN –
CABOOLTURE



”

“

I got vaccinated to give me peace of mind that I had done what I could to minimise the chance of passing on covid to the people I love and care about.

CLARK RODGER
GENERAL MANAGER
HUMAN RESOURCES



”

“

The reason I wanted to be vaccinated straight away is so I could still enjoy spending time with my kids and our grandchildren, plus feel safe while at work.

DENNIS GOULD
LOG YARD – CABOOLTURE



”

“

I chose to get the COVID jab to help keep my wife and I, plus my extended family, healthy so we can continue to enjoy family get togethers into the future.

STEVE BAUDINETTE
GREEN MILL PRODUCTION
MANAGER – COLAC



”

“

I got vaccinated to ensure I am doing what I can to protect my at-risk family members and community. But also to be a step closer to being able to go adventuring, when the time comes.

ABBIE HALL
HEALTH AND SAFETY GAP YEAR



”

Careers Fair

with Lillyian Adamcewicz
Gap Year Student - Caboolture



A group of AKD employees participated in two local high school career nights at St Columban's Caboolture and Grace Lutheran High School.

Across both nights, we were able to promote our company as well as influence the younger generation. It was great to have a mix of leaders, apprentices and gap year students sharing their experiences with students and their parents.

It has been a great opportunity for our company to connect with the community as well as broaden the students' knowledge on the timber industry. We were able to educate and speak to them about what goes on behind the "big blue wall" that they always drive past.

This was a great opportunity to provide information on what AKD does, as well as exposing the younger generation and future workforce into the Sawmilling Industry and the various career paths within the forestry industry.



Kayla Hansen Austen, Brooke Schultz, Daniel McNabb and Lillyian Adamcewicz



FOOTY TIPPING COMPETITION 2021 WINNERS



1st - Neil Ford - (AKD Berkely Vale)
2nd - Chris Rosanes - (AKD Caboolture)
3rd Peter Rabbitoh (Network Building Supplies)

Week 8 Leader -
Neil Ford

Week 15 Leader -
Neil Ford



1st - Richard Bambling (AKD Caboolture)
2nd - Andrew Christie (Advance Truss)
3rd - Peter McLeod (Bunnings Group)

Week 8 Leader -
Josh Sugar (AKD Colac)

Week 15 Leader -
Hayley Riley (Bowens Group)

Internship Program

with Gen Ryan
Talent Development Manager



AKD is looking at ways to open pathways for new talent in local communities, which started with apprentices and gap year students, and this year, has extended to creating a 60 day university student intern program that offers a real world experience for participants.

As part of our partnership with Deakin University, AKD provided students from their engineering stream the opportunity to apply for our first internship, working with our innovation, optimisation and compliance team in Colac.

Kim Harris' previous relationship with Deakin University allowed for us to partner with them seamlessly. Once Rhys and Fahad were inducted into the business, Nick Murray and Marina Milic did a fantastic job leading and supporting their transition into their respective roles.

Bringing these interns into our business has allowed us to leverage on new thinking, innovation and create more people resources to progress important projects.

Rhys and Fahad were assigned to projects to enhance our quality compliance programs, investigate alternate testing methods, and perform data analysis that will help AKD in the further innovation of our quality processes.

Exciting future opportunities of this close relationship with Deakin, and any university, could include: student interns, industry based final year student projects, graduate students and potentially PHD projects.

Thanks to Rhys and Fahad for being dedicated, enthusiastic, hard working participants in AKD's first year of university internships.

FAHAD SIDDIQUI



I call myself Australian because of the amount of my life I have spent here, but my birthplace is Pakistan.

In sports, I enjoy Cricket due to its more relaxing nature, but I love Australian football for its fast pace. In AFL, I'm a big supporter of the Cats because they are "the greatest team of all"!

I live in Melton, which is west of the CBD, am married and have two kids; Zayn and Jasmine.

Married at the age of 25, I had my first kid and then first home the very following year. I'm 29 and about to finish my Civil Engineering degree, hence, I'm not mucking around, Time is Precious!

My last job was at Crown casino as a team leader for waste management (Ikon contractors).

Currently I am working as an Intern at the Colac site. All employees have been very welcoming and have created a professional environment to experience.

My role in the technical department has been focused on treatment processes and ensuring strength of the timber.

It's not rocket science, but in Australia I've learnt one thing is for sure, just follow Australian Standards!

RHYS BONNEY



A Tasmanian by birth, I spent my formative years on the family farm on the North West Coast. I split most of my time between working on the farm, going to school and playing cricket (mostly playing cricket, let's be honest).

I initially studied a Bachelor of Occupational Therapy, graduating to specialise in mental health in Melbourne. Upon moving to Sydney in 2014, I realised I was ready for a change of direction and commenced studying Engineering at Deakin University via online learning, and later, moved back to Melbourne.

When I am not working or studying, I am spending time with my three young boys and partner or indulging in one of my other interests:

- *obsessing over my golf game (Handicap 13.7 and going down in a hurry but I need to learn to putt so if you have any tips I'm open!)*
- *Going to the gym*
- *Cooking (slow roasted meats are my speciality)*
- *Coffee and craft beer*
- *Watching some form of lame sci-fi or action film*

Women in Forests and Timber Tour

with
Gen Ryan
Talent
Development
Manager



Women in Forests and Timber Network (WFTN) organised a field trip for women in the industry across some of our Queensland regions.

With a focus on forestry, we toured HQP's Toolara Nursery for insight into their breeding program, seeing how these seedlings move to the planting phases through to harvesting phases and learning whilst in the forest about the importance of forest stewardship.

HQP's operations managers took us through what decisions need to be made before an area is ready to harvest again and we were taken through the process of soil testing, forecasting of climate change and the different plantation tools that helped make decisions on when and how to plant.

We spent time in the plantations and were educated on the different risks and threats to Queensland plantations and even had a hand in our own biocontrol, where we used jewel bugs to help prevent spread of natural weeds restricting the growth of our trees. It was an eye-opening experience to see how much effort is put into research and development of new hybrid species and the science behind growth and timber quality to help create the best timber product. We ventured just outside the SEQ region, which gave us plenty of time on the bus to take in all the information.

AKD was fortunate enough to take three of our female leaders (Kayla Hansen-Austen in our Business Cadetship, Lauren Wilcox, Green Mill Team Leader and Gen Ryan, Talent Development Manager) to experience and network with experienced industry specialists.



Kayla Hansen-Austen, Lauren Wilcox and Gen Ryan



15

Robert Lewandowski

YEARS AT YARRAM

Rob started at Yarram sawmill back in October 1995 when the Yarram sawmill was being built, staying on and played a major role in the maintenance team until 2001 when he went back to farming.

However, a few years later in 2006, Rob was talked into coming back to the Yarram site where Rob was again on the maintenance team and has managed to be a big part of the lead team in his current role as maintenance supervisor. It's been 15 years this time round, however in total, Rob has seen around 20 years of development to the Yarram sawmill.

Rob lives locally in the lovely part of Gippsland's Tarra valley. Here, he also manages a small farm with his wife Kay where he can continue to pursue his hobbies of farming and shooting.



"Rob started at the mill when we first began to build it in the mid-nineties. A diesel mechanic by trade, Rob was more than that, able to install machinery and understand the importance of getting it right. A few years away, and Rob saw the light and came back to us, to carry on where he left off. Its no under statement to say Rob has been a major part of this mill over the years, a bloke that knows every part of every machine. Rob, congratulations on 15yrs service to the mill."

Julian Hay

Yarram Production Supervisor (Boiler/Kilns/
Treatment Plant/Dry Mill)



Rob with his
Granddaughter

SERVICE RE

10 Shane Vicary YEARS AT COLAC

HAS IT REALLY BEEN ONLY 10 YEARS?

When Shane joined AKD in 2011, the company had saw mills at Colac and Irrewarra, a post and pole business at Heywood, 50% of Shelton's treatment business, 50% of a chip mill at Corio quay and 5000 hectares of plantations.

Look at AKD now. The last 10 years has seen a complete transformation of our company. When Shane started, AKD was cutting about 380,000 cubic metres (m³) per year. The equivalent figure is now 2,000,000 m³.

Change and growth has been the common theme. At Colac we have a new sawline to greatly enhance production and the CDKs. Anyone who walks around the Colac site today will see change everywhere. Irrewarra too has been upgraded. Irrewarra in 2021 has a quite different look to 2011.

Of course, the changes and development to our Colac/Irrewarra sites represent only a part of what has occurred since 2011. First, in 2016 we bought the Jelfor business at Traralgon. This was the first step in what has become the great expansion of AKD.

In 2017, the company agreed to purchase the Carter Holt Harvey operations at Yarram and Caboolture. In July 2018, the company then bought from Carter Holt Harvey their mill at Tumut, the treatment plant at Gilmore and 50% of the timber mill at Oberon. 2018 was the year that AKD evolved from a Colac based business focused on Victoria to a national timber business, moving from the 4th largest timber company in Australia to the largest.

The story of AKD is one of continuous improvement and growth. This is reflected in the work done, or planned to be done at all AKD sites, new and old.

Throughout the last 10 years AKD has also grown added to its pine plantation estate, now double the size of what it originally was.

The changes at AKD extend beyond just the upgrade and improvement of businesses or the acquisition of additional businesses. Occupational Health and Safety is a fundamental principle underpinning all activity at AKD. The concern and focus to keep everyone safe reflects an excellent overall company culture.

It is a robust culture that has enabled us to cope with fires, bushfires, Covid and the downs and ups of the market. It is a culture that is evident in the community activities in which AKD and its people participate.

The change in AKD over the last 10 years has been remarkable. Many able people have made their contribution including both those who have been with AKD throughout and those who have only recently joined the team.

But there can be little doubt that the significant factor was Shane. His energy, drive and ambition for AKD has led evolution and change in AKD. It has been a busy 10 years!

Graham Harris
AKD Chairman



“Shane has quickly integrated into the community and has been an ambassador for Colac and its community with a passion in particular for local sport. He has made life long friends throughout the community, even stealing some of mine (only kidding!). He's great fun entertaining customers and what you see is what you get with Shane, not changing his demeanour for anyone, everyone is an equal in his eyes. I look forward to the next 10 years and keeping business fun!”

Liam Buchanan
General Manager - Sales



Shane, Dara, Keri and Ben

“

What a whirlwind 10 years. Biolumas, CDK's and Boilers, Gangsaws, Sawlines, Acquisitions, bushfires, Covid19. The list is exhausting. Through the peaks and valleys, your motivation and passion for the business and people who work within, is nothing short of amazing. A huge culture change has occurred over the years and continues to evolve. This is no doubt a very exciting time for all the current and future employees of the business.

Brady Wicks

Automation and Electrical Manager

”

“

Congratulations Shane on your 10 year anniversary. What a busy 10 years it has been! Your passion and unrelenting drive for continuous improvement has taken AKD to the next level. Well done on this milestone, not many more to go to join the elite Lumber Legends Team. Cheers and well done.

Steve Baudinette

Green Mill Production Manager

”

“

Congratulations Shane, 10 years as CEO is a no small achievement, especially of a company that has grown as much as AKD has over the last few years. Thank you for your leadership, mentorship and friendship over the last 10 years.

Taylor Towers

Account Manager

”



Irrewarra Premiership Cricket Team 2021

10 YEARS OF SUNSHINE

When I decided to retire as CEO of AKD in 2011 we embarked on a National and New Zealand wide search for what was to be only the fourth CEO in our company's 56 year history.

It was with some apprehension that we selected Shane from a strong list of candidates – he was not known to any of the Directors and had no direct Australian Forest Industry experience, but he came across in the interviews as someone with the skills, passion and ambition we were looking for.

After an initial interview in Melbourne, Shane came to Colac for an onsite inspection. It was a lovely sunny December day and I assured Shane that this was normal for Colac.

He returned home to NZ and told Keri and kids Ben and Dara about the lovely city of Colac – great weather, close to beaches and located next to a fresh water lake.

Unfortunately when he commenced in July the following year Colac was experiencing one of our coldest winters – a fact that Shane keeps reminding me of 10 years later!!

Our Chairman, Graham Harris, has outlined in some detail the extraordinary growth that AKD has achieved under Shane's leadership, however, it is Shane's influence on the culture of the business that has really impressed me.

His mantra of *“The standard you walk past is the standard you accept”* is widely accepted throughout our business and you can observe the results in the housekeeping at all the sites.

He has surrounded himself with a dynamic, capable team and has empowered them to make independent decisions whilst retaining responsibility and accountability for those decisions.

The physical growth of AKD has been underpinned by career development of AKD staff at all levels – from apprenticeships, graduates, executive training, personal development and OH&S training. Shane has been a passionate advocate and driver of investing in people.

He advocates strongly for all his staff at Board level and we are never in doubt as to where he believes the strength of the company lies.

This is just the first chapter of Shane's involvement in AKD and I hope the sun shines brightly for him in Colac for the next 10 years !

Shane's wife Keri deserves special mention. Moving from her home in NZ 10 years ago with two young children couldn't have been easy. I know she has been a great support for Shane and has played a major role in his success as AKD's CEO for the past 10 years.

John Hayden

AKD Director



SERVICE

20 Bradley Cross

YEARS AT YARRAM

Brad has worked at the Yarram sawmill since 1999 where he was first employed as mill hand and his role was hand stacking timber being fence palings.

Since then, Brad has moved around the mill operating various machines over his time on site.

Brad was born and raised in the Yarram area with his parents both working for the railway that operated up until the early 80s and has always loved the Yarram area and therefore has made it his home all these years.

With his passion out of work for motorbikes, camping and fishing he has many of areas locally he can enjoy these hobbies.

The best part of working over 20 years with Yarram sawmill is the friends he has made along the way stating "they're a good bunch of people". Brad has no intention of leaving Yarram area or the Yarram sawmill which we are all happy to hear.



"Congratulations Crossy on 20yrs service at the Yarram mill. Over the years we have worked together at various work centres, and I have found you to be easy to get on with and willing to listen and learn new ideas. Here's to another 20yrs Brad."

Julian Hay
Yarram Production Manager

"Congratulations Crossy on 20 year's service, you have withstood the test of time, you have contributed to the site in a very unique way and you now only have another 20 years of contributing to the site before you can think about escaping and camping as you like to do. Make the next 20 years service count and enjoy them. Time flies when your having fun buddy."

Hank Norman
Yarram Production Manager



COGNITION

20 Rick Crawford YEARS AT YARRAM

Rick started at the Yarram sawmill in September 2000 where he was employed as a mill hand working in an area called the green chain. This was where all sleepers produced were graded and stacked by hand back in those days.

Since then, Rick has worked his way through various roles onsite to eventually become one of the main front end loader operators for the site and has done this role for 16 consecutive years.

Rick was originally born and raised in the Latrobe valley, and decided to move to the Yarram area back in 2000 with his brother Rory who also worked at Yarram mill for a short time. Since settling in Yarram, Rick has married and raised a family.

Rick loves spending his weekends with his family, fishing and having cook ups at home on the weekend. He has no plans on leaving AKD in the near future as he enjoys working for the business saying "it's the best company he has worked for so far" and has no plans on moving from the area he now calls home.



"I remember Rick in the early days, working off the old Stenner head rig green chain in shed 3. Those were the days, no roof and working in all weathers, the maybe not so good old days! From the start you always spoke about operating machinery and eventually you became a loader driver, a role you still perform today. Congratulations Rick on 20yrs service, it's been an interesting journey."

Julian Hay
Yarram Production Manager

"Congratulations Rick on 20years service, you have withstood the test of time. Many people have come and gone in the log yard during your time of service, which is either a reflection of your hard work or the fact that you are hard to work with. Just remember that 20 years' service and experience comes with age, and you may no longer be able to keep up with your young fella Lachie."

Hank Norman
Yarram Production Manager



Welcome to
the **TEAM**



ABIDUZZAMAN BM
GREEN MILL
COLAC



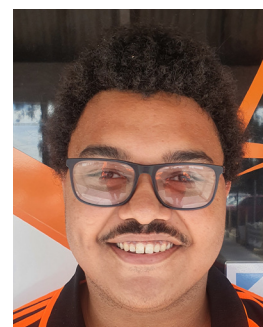
ALLEN NICHOLLS
GILMORE DESPATCH
TUMUT



CHRIS TURNBULL
GCA
CABOOLTURE



DANIEL MCLENNAN
ELECTRICAL
TUMUT



DANIEL WARWICK
GREEN MILL
YARRAM



GRANT MCKAY
RAM
CABOOLTURE



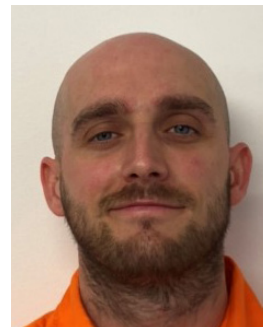
HAYDEN NOLDIN
MAINTENANCE
TUMUT



ISAAC PRATSCH
GCA
CABOOLTURE



JAMES GARNER
DRY MILL
COLAC



JAMES ROBY
RAM
CABOOLTURE



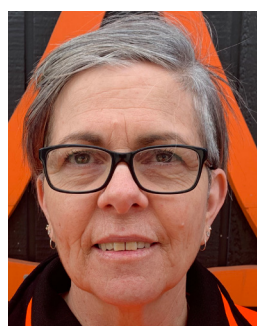
LAWSON GRATION
GREEN MILL
IRREWARRA



LIONAL MARTYN
POS
PORTLAND PINE



LUKE RICHES
SWS
CABOOLTURE



MARGERY CONELL
GREEN MILL
IRREWARRA



MICK HARGREAVES
DIS
CABOOLTURE

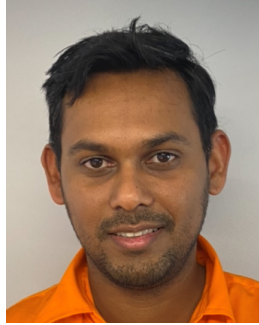
AKD welcomed these new employees in July-August 2021 and encourages everyone to make them feel welcome and work together to keep them safe.



ANGUS KOCH-BROWN
GREEN MILL KILN
IRREWARRA



ASHLLY CRUZ
GREEN MILL
IRREWARRA



ATISHAY MAHARAJ
RAM
CABOOLTURE



BRIAN CLOUGH
FINANCE MANAGER
TUMUT



CARMEN MUNRO
WEIGHBRIDGE
COLAC



DAVID SOMASUNDARAM
OPTIMISATION -
CABOOLTURE



EMMETT PRITCHARD
GREEN MILL KILN
IRREWARRA



ERIC BAKER
RAM
CABOOLTURE



FARDEEN HOOSAN
GCA
CABOOLTURE



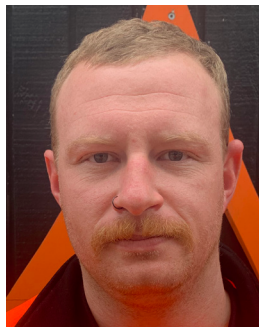
GLEN DAVIS
SITE MANAGER
YARRAM



JARROD FOSTER
MAINTENANCE
COLAC



JOHN MEDLEY
GREEN MILL
COLAC



JOSEPH EMOND
GREEN MILL
COLAC



JUSTIN HOLMES
GREEN MILL
COLAC



KEVIN O'TOOLE
GREEN MILL
IRREWARRA



NATHAN RICHARDS
RAM
CABOOLTURE



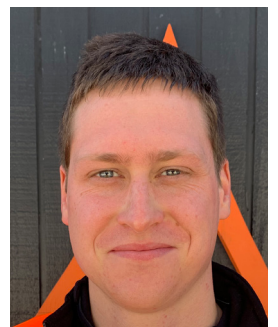
PAUL MOALA
H2F
CABOOLTURE



REESE CLERY
LOADER OPERATOR
YARRAM



RUBY MANSON
GREEN MILL
COLAC



RUSSELL THOMSON
DRY MILL
COLAC

Welcome to
the **TEAM**

CONTINUED



SHARON NORMAN
GREEN MILL CLEANER
COLAC



SHAYNE WHYTE
GCA
CABOOLTURE



SHELBY TAVERNA
GREEN MILL
COLAC



STAVROS NOUTSATOS
GREEN MILL FITTER
IRREWARRA



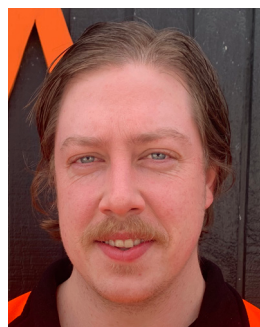
SUMMER SKURKA
DRY MILL
COLAC



THOMAS CLARKE
GREEN MILL
IRREWARRA



TRAVIS KINNEAR
GCA
CABOOLTURE



TYE EMOND
DRY MILL
COLAC



TYNAN JENKINS
POS
PORTLAND PINE



PINK UP 2021

OUR TARGET
\$700K

We can do it!



POLO SHIRTS



SAFETY GLASSES



DRINK BOTTLE



GLOVES
L & XL
ONLY



COOKBOOK



SHOELACES



DONATE NOW

Pink items will be for sale in an effort to raise money for Pink Up. Keep an eye out and speak to your supervisor.
More fundraising activities and events to be announced throughout the month.

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
John Lawson	40	ADM	GIL
Daniel Heinze	15	FOR	COL
Jason Stewart	15	RAM	CAB
Stephen Young	15	H2F	YAR
Steven Bennett	15	LOG	COL
Daryl Smith	10	DMA	COL
Shane Vicary	10	GMS	COL
Andrew Hockey	5	RAM	TUM
Dalkeith McCallum-Hanley	5	DMA	COL
David Benallack	5	GMA	COL
David Osborne	5	CLE	COL
Leslie McGinty	5	SAW	IRRE
Mark Costolloe	5	GHS	COL
Mark Suntjens	5	GFN	COL
Paul Woore	5	CML	YAR

Welcome to
the **TEAM**

BABIES EDITION



Steve Wintle and wife Jacinta welcomed their first family member to the Colac Safety Team

Goldie Florence Wintle

Born on 17th July
Weighing
6 pound 9 ounces

Fred Bierrings and wife Ingrid welcomed their second baby to the Colac Dispatch team

Iben Sjolund Bierrings

Born on 3rd of July
weighing 7 pounds 6 ounces.

Big sister Solveig is smitten
with her little sister.



*Have you recently had a baby?
Let us know and we'd love to feature
them in the next edition of the Splinter!*

The Wrap-Up



During the last Splinter, I talked about a number of exciting projects that AKD has underway:

- Caboolture transition to two shifts
- New Caboolture CDK (Project Spring)
- Gilmore site conversion to a Distribution Centre
- Colac uplift in run rate
- Portland Pine debarker project
- Caboolture fuel bin rebuild (Project Blizzard)

So a lot happening right? Well, I have more good news. In late August, we had a Board meeting and the AKD Directors approved four new capital projects, collectively worth \$40 million:

1. \$23 million Tumut HSS project
2. \$16 million Colac Drymill project
3. \$3 million Colac log sorter upgrade
4. \$1 million Colac lugloader and multi track fence

So right now, we have approximately \$70 million of capital projects underway. These projects are about making AKD a stronger and more resilient company. They are an indication of the confidence and faith the owners continue to have in the AKD team.

These projects have not just sprung up out of the blue, but have been worked on for a long time. They will make AKD more productive, improve conversion, lift grade yield, and help to improve our safety. As always, this is about AKD being focused on the long term and being internationally competitive, in line with our pillars.

The **Tumut project** is a Horizontal Shape Sawing gang saw (the same as the Colac one) which will enable Tumut to cut smaller logs more effectively and efficiently, leading to a higher productivity rate. It's a really exciting project and in conjunction with the warehouse development at Gilmore, is a clear commitment by AKD to the Tumut community and Tumut team. The project is supported by both Federal and State government grants as an outcome of the devastating Dunns Road bushfires.

The **Colac Drymill project** has been a long time coming, it's been talked about for over 15 years. Everytime we got close to considering it, we went and found something else 'shiny' to buy or build, but it is now finally the Colac Drymill's turn for additional investment.

The Drymill project will see the installation of a new lug loader, multi track fence and most importantly, a trimsaw along with a cut in two function and a new stacker. The project also enables future development and unlocks more options. Having an inline trimsaw at the Drymill will see the site improve sawmill conversion as well as improve product options and grade yield. It is a great project and its development and evolution is based on a wide range of people who have put in countless hours of assessment to justify and promote this project - you know who you are, thank you.

AKD installed its current **log sorter at Colac** in 2012 and it was originally designed to process 300k. The Colac team have done some excellent work improving reliability and run rates and we are now processing 600k but we want to process 800k efficiently, so it's definitely time for an upgrade.

The upgrade will see the log rotator removed, reducing maintenance and safety risks, but also importantly, eliminate a very noisy operation. Eliminating the noise ensures we maintain and protect our social licence with the town. The log infeed will also be relocated and site roadways will be shifted, enabling better separation between log yard operations and freight trucks. Therefore, we are not only making the area more productive, we are making another step change in safety standards.

Finally, the **Colac lug loader and multi track fence**, although not a large project, it is all about improving lug rate, lug fill, conversion and grade yield. This is one of those projects that will unlock potential for the future, lifting mill productivity and reliability, complimenting the Colac edger outfeed project that is already underway.

Another financial year has passed and I have now completed 10 years at AKD. As I reflect on the years that have passed and where we are as a team, I think about the projects coming up and the projects completed. AKD truly is a dynamic company with a lot going on. However, it's not the assets or the trees that makes AKD special, it's the people, it's our story and our culture. I often think I have the best job in the industry, I am extremely proud to say I work at AKD. Our culture stands for something, we have an action orientated approach and we know how to "get stuff done." We are known for our safety record and our unrelenting drive to improve this even further. We have a team focus that is based on collaboration. We are demanding and expect continuous improvement. We are a company whose actions follow our words, we mean what we say!!

You are AKD and thank you for enabling me to be the CEO for the past 10 years. Lets keep "smacking it out of the park".

P.S. Congratulations to Toni Kirkup, you are a fricken legend.

Shane Vicary
CEO

