

# THE SPLINTER



AKD EMPLOYEE NEWSLETTER  
EDITION 41  
SEPTEMBER-OCTOBER 2021



# This edition

**5-14**

Around the Grounds

**15-20**

AKD Pickup 2021

**24**

Women in Leadership Cohort

**25-26**

Service Recognitions

**27-30**

Welcome to the Team



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

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# Up coming events

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



**NOVEMBER**

*December*



*Time to put the tree up!*

		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 SANTA!!!	26
27	28	29	30	31		
CHRISTMAS DAY PUBLIC HOLIDAY	BOXING DAY PUBLIC HOLIDAY			NEW YEAR'S EVE		



**AKDSOFTWOODS**

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

## STAY COVID SAFE



**WASH YOUR HANDS**



**KEEP YOUR DISTANCE**



**STAY HOME IF SICK**



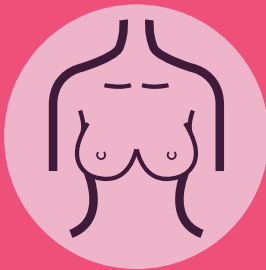
**SYMPTOMS? GET TESTED**



**FOLLOW RESTRICTIONS**

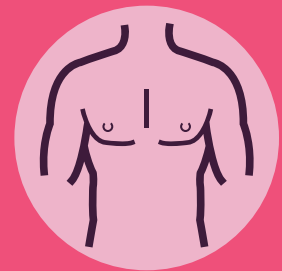
# If you grow them, know them!

Follow these three simple steps to check your breasts and remember to repeat each month



## LOOK

at the shape and appearance of your breasts, including skin changes around the nipple or unusual discharge.



## FEEL

all of your breasts and nipples. Feel from your collarbone to below the bra-line, and under your armpit too.



## LEARN

what's normal for you!





## We are so close.....

It's been another crazy year and boy, have we had some challenges thrown at us – both from a business and personal perspective. We made it through 2020 and thought that things may have calmed down a bit in 2021 – but nope, the challenges just kept coming!

I'm not sure how everyone else feels, but for some reason, to me, it feels like the year has dragged on, but when I say that – I also can't believe that I am writing this article knowing that we are quickly approaching the last few months of 2021.

Every year at this time (October through to December), I get a little anxious – this is the period where incidents tend to spike across the country in all industries.

We are so close to the end of the year and a time that most of our teams can finally get a chance to take some time out and enjoy a break – my goodness, you all deserve it! BUT, we need to get to December safely and I cannot express enough just how important it is that everyone keeps switched on between now and then – this is not the time to get complacent, or to take short cuts.

Think about what you are looking forward to this break – spending time with your family and friends, enjoying some fishing or camping...whatever it is, getting injured prior to the break could seriously impact on your plans. Take the time to think about what you are doing, do every task safely and make safe choices. No amount of production is ever worth any of our team members getting injured.

I touched on this last edition – the importance of making safety personal. Every single person at AKD regardless of the site, the department or the role has a responsibility to look after their own safety and that of others. As individuals, we all have a choice and we

control our own behaviours (at work and at home).

Look at the below Safety Leadership Model – with your role and as an individual, what is your responsibility and do you follow these basic principles every day (be honest with yourself). As a business, we have improvements to make, and we know that – but as individuals, I also think there are improvements that everyone could make.

**QUESTION** - who has ever crossed a main street and rather than waiting for that car to go past, you quickly race across because you are in a hurry and don't want to wait? How many of those times, did you have to pick up the pace and that voice inside your head said 's%\*t, that was close'...these are at risk behaviours and we see these far too often with incidents we have in our workplace.

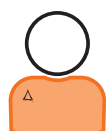
As an individual, you have full control over the choices you make.

As a business, we are constantly looking for at risk behaviours through the Safety Interaction process.

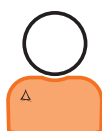
**QUESTION** – at work, have you noticed something not right, someone not following procedure or something that could be improved but you haven't wanted to raise it because of how you might be perceived or what response you might get? Have you thought, I should raise that at the Toolbox Talk, but I don't feel it's a safe space to raise it?

As an individual, remember there are many different ways of raising issues or improvement opportunities. If as a business, we don't know about them – we can't address them. Utilise your escalation process, your supervisor, area manager, site manager and also you designated HSR or ECC member.

As a business, we are constantly working on improving our processes and developing the skillsets of our leaders.



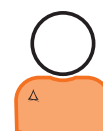
INDIVIDUAL LEADER



LEADER



SENIOR LEADER



EXECUTIVE LEADER

	INDIVIDUAL LEADER	LEADER	SENIOR LEADER	EXECUTIVE LEADER
STANDARDS	Follow the standards / rules	Ensure compliance	Set high standards	Demonstrates commitment
COMMUNICATION	Speak up	Encourage the team	Communicate openly	Motivates and encourages
RISK MANAGEMENT	Remain alert	Promote risk awareness	Confront risk	Commitment to risk reduction
ENGAGEMENT	Get involved	Involve the team	Engage the workforce	Inspires with a compelling vision



# Safety

with Toni Kirkup  
National Health & Safety Manager



I have said it many times over the last two years particularly – I am incredibly proud and grateful for how our teams have adapted to the challenges and continued to do their best every day.

We are a team and we need to maintain the energy and the focus moving forward – let's not forget about 'what's important now'.....looking after ourselves and each other so we can enjoy the break that's just around the corner.

## Psychological safety is being able to:



Give and receive feedback

Raise issues and concerns



Ask difficult questions

Ask for help



Disagree

Ask for clarification



Offer solutions to problems

Admit errors



## YOUR HEALTH AND WELLBEING



### BREAST CANCER AWARENESS AND EDUCATION

#### STATISTICS:

- 1 in 7 women will be diagnosed with breast cancer by the age of 85
- Approximately 55 Australians are diagnosed each and every day with Breast Cancer
- In the last 10 years, breast cancer diagnosis has increased by 36%

#### EDUCATION:

- Things to keep an eye on surrounding your breast/s:
  - A new lump in your breast or armpit
  - Thickening or swelling of part of your breast
  - Irritation or dimpling of your breast skin
  - Redness or flaky skin in your nipple area or breast
  - Pain in your nipple area
  - Nipple discharge other than breast milk
  - Any change in the size or shape of your breast
  - Pain in any area of your breast

#### CONTACTS:

- Local GP
- The breast cancer network Australia has a helpline that is free and confidential, open 9-5pm Monday to Friday - 1800 500 258
- Those experiencing breast cancer can seek support via the free McGrath Foundation Breast Care Nurse Telephone Support Line, which is open Monday to Friday 9am-5pm - 1800 183 338

Breast Cancer Network Australia



McGrath Foundation



## AROUND THE GROUNDS

Summer is coming! Preparations for the warmer weather are not only in play but we are looking forward to the temps rising. Yes, we are strange and cannot handle the cold!

The greenmill team's second shift and configuration changes are in place for stage 2 with the key support of our fitters and electricians. We have had some good days and some not so good, with the mill letting us know that it has been a while since we kept it awake into the later parts of the evening and night. Key challenges are maintenance in the weekly night window and cleaning up ready for the next shift. Hats off to the teams as they are being dynamic and flexible whilst we plan, and at times react, to what's in front of us. There is a lot of focus in this space.

Project Export, and the transport of high grade green sawn timber processed at Caboolture to Tumut for kilns drying and planning, is a testament to everyone at Caboolture, Tumut and Colac. To deliver a whopping 2,300m<sup>3</sup> from Caboolture to Tumut in September was a great effort. Just a mere 1,402 kilometre drive! To everyone involved, from the Site Cleaners to the sales teams, a big thank you as you have made this a great story of what we can do to support each other and our customers.

Caboolture's second weighbridge is operational as we pen this update, with some ancillary work still to

come to complete the remaining items like walkways, platforms, shed tidy up, landscaping and line marking.

A great big welcome to those new recruits (see Splinter rear pages) and the new leaders that have joined our emerging talent since we last spoke! Chris, Kayla and Fardeen, you are definitely providing energy and value and we look forward to seeing your careers grow with the site.

A lot of work has been undertaken to improve the site and where we work, as well as the neighbours and surrounds perception of AKD. From onsite screening of fences to shielding – who said a sawmill could not look good! We have got a lot to do, and we need to focus on amenities with our teams as some of the next stages.

Project Blizzard has seen further work in the biomass bunker including chipper, material handling, MCC electrical works and fire system installations coming to a close. October sees validation and commissioning of the system.

A massive shout out to our afternoon H2F (Treatment) crew led by Matt Hickey who broke a shift record by having zero incidents and putting a whopping 221m<sup>3</sup> through on the shift. This was achievable as result of a group effort over time from maintenance fitters, electricians and small improvements whilst the op's team got the 1 percenters all aligned – great work!

The sales team and the op's team are pushing more into product diversification which will support the



*H2F Team, shift record of 231m<sup>3</sup> achieved on Friday 14th October 2021.  
From left to right: Jeff Bott, Tony Ivankovic, Jono Hurst, Matt Hickey (Team Leader), Wayne Ryan, Noel Theobald*



growth and supply of customers from Queensland as we ramp up. Close behind this we are focusing heavily on production quality to ensure our fibre is used responsibly and we ensure we don't lose any ground on the standards and expectations of what is in a pack from Caboolture.

Personally, thank you to all who are supporting Caboolture whether its internally or from another site and of course to everyone single person on the site as we continue to transition through change now and into the future.

Stay safe and be kind to each other!

**Greg Levinge**

*Caboolture Site Manager*



*Fuel Shed  
Material  
Handling  
Gear*



*Greenmill Strapping station for Project Export*

## HEALTH AND SAFETY

### Back to Basic Learnings

The current intake of new employees is being brought up to speed with the processes to clear jams and upset conditions on the line. Downtime is the opportunity to take them through the safety processes to reinforce what they have learned.

Back to basics has helped to refocus on the why we do what we do. SLAMs are completed by the newer crew and reviewed with the team as learning opportunities.

While training is completed at inductions and during the onboarding process, the practical element of the competency can take a few months to complete. Checking the equipment needed and the conditions are most important for those that have not completed SLAMs often.

### Hazard Reporting Improvements

The hazard reporting on site at Caboolture improved by 20% on last year's figures. The Green Mill has been leading the charge in this area. Actions from the reviews of these hazards have improved access and processes. Attached are a few examples from the recent changes from reports.

The Green Mill had a risk assessment completed on the access to the valley well. The platform has added a point for better access to jams without



having to reach out in an awkward position. This will make for a quicker response to jams while it will be less likely cause a manual handling injury.

The Dry Mill had a guard placed to restrict access to conveyers. The stair well provided an access point to the strapping rollers and the guard has been installed to restrict that access.

**Colin Balboni**

*EHRS Manager - Caboolture*





# COLAC-IRRE

## AROUND THE GROUNDS

In all that we do, nothing contributes to our business more than teamwork. In fact "Developing high performance teams" is one of the pillars of our business. There have been some great teamwork stories on the Colac and Irrewarra sites in the last couple of months I would like to share.

Due to product scheduling changes the Weinig team had no product left to process for several days. To help out the overall Dry Mill team, the Weinig team then moved across to the Coastal to help out. In doing so, they lifted the output performance of the Coastal significantly. In fact they very nearly lifted the Coastal volume produced to the same level that the Weinig and Coastal would have produced in combination.

The Saw Shop team have been on a considerable journey to lift not only the saw standards, but also the sawing equipment standards. Through improved saw setup and standards around the saws, the Saw Shop team have been able to extend bandsaw life from 5 hours to 10 hours of runtime. The impact of this achievement is now providing significant gains in the Mill and efficiencies in the Saw Shop. Again, through working as a team with the Operations and Maintenance teams, the Saw Shop has been able to lift performance providing significant gains to the business.

At the Log Sort, the team have been achieving great things. In one week in October the record for the most volume processed through the logsort was broken twice in one week!. Results like this only happen because of teamwork. The maintenance team, the electrical team, and the log sort team have

been working really well together and are the reason these great results are occurring.

Further on the log sort, in October we received delivery of three new loaders. The brand new Volvo 150H's and 220H are a welcome replacement for our old loaders. The team at the log sort have agreed to ensuring these units continue to look like brand new for many years to come!

Recently our fourth year apprentices, Kenny Hellier, Terry Baulch and Stewart Sheerin completed their trade certificate and I am proud to say that three of our newly qualified tradesmen have been appointed full time positions in our maintenance team. This is a great outcome for their hard work, and a great reflection of the development these apprentices have experienced within our business – Congratulations!

In the Dry mill there are newly appointed team leaders - Harley James (afternoon QC team leader) and Damion Rocka (day shift floor team leader). Both are doing a fantastic job in their new roles, with high engagement with their teams to improve communication, cross shift reporting, efficiencies, and above all safety of our teammates.

The Irrewarra kilns are now operating 24/7, and the Irrewarra Mill is now running 5 days per week. This is a great result for the Irrewarra site and the Colac/ Irrewarra team as a whole. On top of this increase in hours Steve Baudinette has taken on the role of Site Manager – Irrewarra. We see these changes as great progress to lifting the profile of the Irrewarra site, and the contribution this site brings to the AKD team as a whole.

In more recent times I would like to congratulate the Colac/Irrewarra teams as a whole on the way



# WARRA

everybody came together to achieve the Government mandated vaccination status. It was a great effort by each and every person to work through the vaccination requirements and end up in a situation where we could meet these requirements without impact our business operation. Achieving this outcome puts our business in a stronger position and most importantly helps achieve a safer workplace for all.

## Safety

Unfortunately we have had two hand injuries that resulted in stitches to employees hands. In both incidents our employees were wearing gloves. However our employees still sustained injuries. The protection this PPE provided our employees was not sufficient to prevent injury.

In both situations all of our documentation and PPE controls were in place, but the incidents still happened. Why? One thought is that we put so much faith into our PPE that we may think we are "bulletproof", and therefore not behave in a way that puts forethought and care into our actions. We

have seen this historically with staples in hands and crush injuries with hands – these may not have had as serious an outcome as stitches, however the potential is still there.

Some key concepts from these experiences were discussed with the relevant teams. Take the time to consider your tasks. The company provides tools such as Slam and Take 5 for your safety, this is the gift of time. Time to consider the task, talk to others about the hazards, and to proceed with safety. The other tool is your team. Help each other out, look out for your teammates, seek help from your team. Don't watch your teammate do something unsafely, have the courage to respectfully reach out to them, safely stop the task and have a discussion about how the task can be improved. The onus is on all of us to respectfully give and receive these conversations so we can all go home to our families safely.

### Jason Biggs

*Colac & Irrewarra Site Manager*



## HEALTH AND SAFETY

Since our last Splinter, the Colac site has seen two significant laceration injuries, requiring stitches. While removing a damaged saw, an employee sustained a 6cm laceration to their palm, requiring 13 stitches. Four days later, while replacing the sharp chain in the same area, an employee grazed their right pinkie finger, causing a small cut that needed 3 stitches applied.

Several things come to mind when I review these incidents, but two things stand out. Firstly, injuries at work simply aren't acceptable. Hindsight is always viewed with much more clarity, but both injuries were preventable. Taking the time to plan your task and challenge the norms in how we do things, is the most important part of any task. Is my PPE fit for purpose? How did we do this last time? Did that work? Do I need advice from my Supervisor? Is there a safer way to do this? These are all questions we need to ask before we do a job.

Secondly, and much more importantly, the knock-on effect an injury has to your personal life. Workplace injuries are real, and they don't go away when you want to hold your kids. When you want to play golf with your mates. When you want to work on your favourite car in your garage. These are the real reasons we get up each day. Think about them before you consider taking a short cut.

Nothing is more important to AKD than the safety of our people! Everybody has the time to do the job safely, and we encourage everyone to challenge "the way we've always done it!" If we continue to improve, we are well on our way Toward Zero – Think Safe, Work Safe, Be Safe.

### Steve Wintle

*Colac & Irrewarra  
Health and Safety Manager*







# TUMUT-GILMORE

## AROUND THE GROUNDS

### SAFETY

Firstly, congratulation to Toni Kirkup on her recent safety award, "Making safety personal" makes sense

As some large projects and upgrades are being finalised and commissioned, I am pleased to say they were completed on time and with zero injury to any of our employees or any of the many tradesmen that worked on them. With these projects housekeeping was a major focus for us, as we all know whether were working at home building something in the shed or renovating the bathroom if you maintain a clean workspace it becomes a safe workplace. Lastly, I am excited to see the Gilmore department be the recipient of some safety improvements to their main saw centre this will dramatically reduce if not eliminate manual handling altogether.

Your safety matters, Our safety matters.

There is nothing so important that it can't be done safely.

### PRODUCTION

Production has been excellent since the start of the new rosters. Shifts are embedded and employees are getting used to changing roles and developing and using new skills. Additional log has continued to be sourced which is supplementing the dayshift operation. This will continue through the rest of the year and potential for more volume in 2022. Thanks to everyone on site and throughout the business in supporting Tumut to be successful.

### PROJECTS

#### GILMORE DC

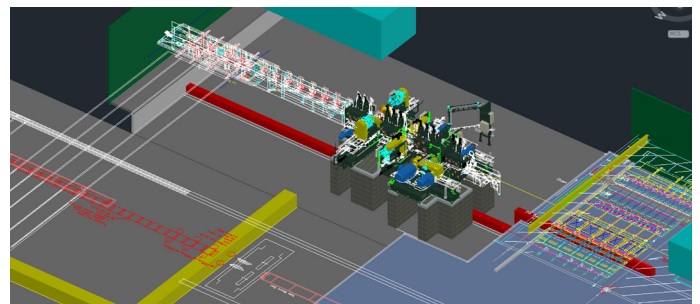
The Project to have a Distribution Centre at the Gilmore site is coming along, weather has impacted its progression over the previous month. New office building in place with communications being connected this month.

Car Park, staging areas and landscaping to be finalised in November once the rain stops.



### HORIZONTAL SHAPE SAW PROJECT

The Horizontal Shape Saw (HSS) secondary breakdown line is progressing steadily. Equipment has been ordered with delivery expected in November 2022 and commissioning late April 2023. Site is currently undertaking High Voltage assessment and starting to look at shed construction design and scope.



### IRONWOOD EDGE

New exciting product being produced at Tumut. IRONWOOD Edge is a landscape bevelled sleeper which will be solely launched in Bunnings over the coming months. Product is planned through Dry mill then incised and treated at Gilmore. Another great opportunity for the Gilmore Distribution Centre to launch



**Rab Green**  
Tumut Site Manager





# MORE



## HEALTH AND SAFETY

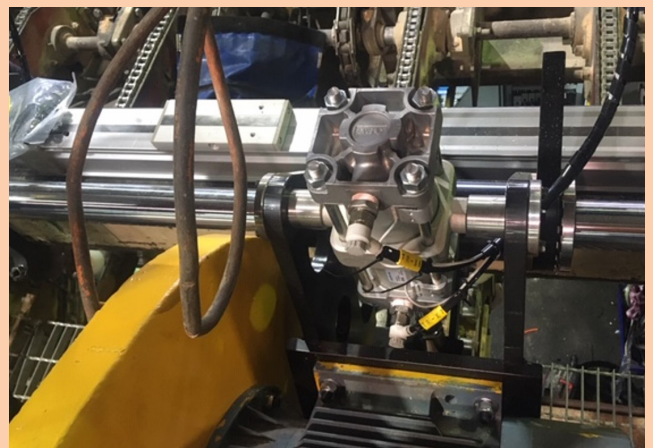
When we start talking about next year's safe start up content and maintenance shut plans over the Christmas break, you know we are getting close to having a well-earned break.

What a year it's been, I don't think I am going to add this year to my age as I didn't really use it.

On a serious note, our Gilmore site received some safety upgrades. The first upgrade is the automation of the saw adjusters on the stacker line, this is the process where they cut the sleepers to length, what this improvement will do is to eliminate the manual handling risk of injury when having to adjust the saws to length.

The second safety improvement is the installation of a light curtain at the stacker outfeed chains where the sleepers are strapped, this will stop the out-feed chains from running and make the area safer to enter to strap up the sleeper packs.

The Gilmore stacker line also had a PLC upgrade including a modern and up to date operator's console.



*Below is the new automated saw positioner on the stacker. And the light curtain on the stacker outfeed.*

Its great to see some well deserved and needed improvements for the Gilmore team, thanks Mick, Alex and team.

Until next time, remember: if everything comes your way- you are in the wrong lane.

**Rodney Sutton**  
EHSR Advisor - Tumut



# YARRAM

## AROUND THE GROUNDS

### SAFETY

Covid remains front and centre for our site and the vigilance to which our people follow the rules around this as well as adherence to other protective equipment requirements is really very impressive. To add to that our Covid check in and regular audits show that we are meeting our Covid plan requirements. Like the rest of Victoria, we are all hoping to see the easing of restrictions here at Yarram.

### PRODUCTION

Steady as she goes is probably the best way to describe the Yarram site in the last couple of months. Our production volumes have been consistent, and the quality of our products has been outstanding. In my short time here, I have been super impressed at how the team at Yarram overcome obstacles and are able get back on track. In early September during a normal production run, the Hewsaw started making the sound nobody wants to hear. The tell tale sounds of a log becoming jammed inside the saw. After removing the log and inspection of the saws it became apparent, we had cut something other than wood. Several large metal spikes imbedded within a log had struck the saws causing damage to saws but also compromising the alignment of our saw line. After taking a couple of days to fully overcome the issues this caused, and on the back foot, the team at Yarram were able to show incredible resilience and have a successful month. What a fantastic effort!



### PROJECTS

Our most significant project achievement at Yarram was the successful installation of the NBN connection which has increase the data transfer quality significantly. Don't know if it's a good thing but our video quality is now awesome! Bill Wilson is very busy in the background here at Yarram with several small projects on the drawing board with hope we can implement in the coming months so stay tuned!

### JENNY KAY

Yarram said farewell to Jenny Kay after 16 years of service to the Yarram site. It is testament to her outstanding customer focus with the number of well-wishers who made contact to Yarram to wish Jenny all the best.

In true Jenny style, she has been back to our site numerous times since her departure to help us out with our fund-raising efforts for Pink Up month. While Covid hampered our ability to get our sales team to site, we were able to send Jenny out in style with a fantastic lunch and presentation.

While a massive loss to our site, we wish Jenny well in retirement with her husband Doug as they complete a new house project and begin to enjoy life outside of our Sawmill.

Apart from the house project Jenny has on the go, Jenny will also be very busy spending time with her three sons Liam, Aaron and Haelen and 5 grandchildren. Jenny was always an avid traveller and as we move into life living with Covid, trips like the one she took in Spain several years ago may also be on the horizon once again.

One of photos shown on Jenny's last day shows a hand made wooden plaque set with a uniquely made AKD logo with words as follows:

**JENNY KAY – YARRAM SAWMILL 2005 to 2021**

*To our valued colleague, friend and  
Yarram family member.*

*You have always given more than you have received,  
You have bestowed a legacy never forgotten,  
In challenging times your resilience  
has always shone through,*

*Congratulations for retiring with enviable dignity  
Time now to focus on the important things in life.*

**Glen Davis**  
Yarram Site Manager





Jenny and  
husband Doug



Jenny's family

## HEALTH AND SAFETY

It always amazes me that the simple things are often overlooked in safety. I must admit that I am not immune to that... They always seem to have a way of coming back to 'bite' you as well. Usually, they are out there in full view, we and others walk past them many times a day.

That happened to me at Yarram the other day. I saw a Supervisor walking towards me holding his shoulder. As he gets closer, he tells me he has just hurt his shoulder and has a bit of pain in it. How I ask – getting into the old Sawdust truck, he responded. Something that basically the entire site walks past many times a day. It has been here for years – a 1980 Hino FF17 Tipper. It was old when it got here, and it has been here some time now. We have grown used to – and quite often that is the trouble. It has become part of the accepted – 'the way we do things here'.

It is a good reminder of what used to be – trucks had very little ergonomics built in. Rudimentary foot grips and very little hand grips, basically just enough to maintain 3 points of contact. In this case as many do, use the steering wheel to make the final transition into the cab. That was enough to strain his shoulder slightly but yep it hurt.

Fortunately, over the years some ergonomics have entered truck design – jump slightly about 10 or 20 years and trucks have some designs to make truck cabin entry better. We started seeing more and better designed hand grips and more generous foot grips, which allowed for better safer access.

So what to do- the old truck is to be slowly faded out but in the meantime maintenance will retrofit better foot grips and hand grips.

And it is what we have walked past for years.

Apart from dealing with the ever-changing scene of dealing with the pandemic, keeping people engaged with 'Back to Basic' activities, and the day-to-day general activities of the site, we at Yarram are looking towards the end of the year that is looming down on us.

For me – I need to open my eyes a bit more, not accept that is 'how we have always done it' but question 'can we make that better than it already is'.

**Graham Clarke**  
EHRS Advisor - Yarram







# JELFOR

## AROUND THE GROUNDS

One area of any business that always throws up challenges is when you lose experience and knowledge within that business unexpectedly. There are a myriad of ways to cover this loss – contract the role out, accelerate the learning of someone else or you can look within the broader AKD business and find someone that has this knowledge and experience.

Jelfor was faced with this scenario recently where key production equipment needed rebuilding to keep the line running. Whilst our wonderful maintenance crew were willing to undertake this task, no-one had undertaken it previously.

I am all for utilizing existing resources, knowledge, and experience within the AKD business and since the move to Portland Pine by Daryl Hann, Jelfor and Portland have collaborated on many issues that are seen on both post and pole sites.

What was needed at Jelfor had been undertaken at Portland many times and after a few phone calls, planning was underway to use the experience and knowledge of Portland Pine employees to rebuild the Jelfor equipment.

Weeks later the rebuild took place and watching from the outer it was great to see employees from different sites working together sharing knowledge and experience. The rebuild was undertaken in a shorter time frame than anticipated and there have been no issues since completion.

Leading on from the success of "sharing resources", Jelfor



*Dave Monaro (Portland Pine) assisting Brett Lindsay and Riley Murdoch (Jelfor)*

and Portland have since had an apprentice swap. The Jelfor and Portland apprentices spent a week at the others site to gain knowledge and experience in how each business operates and ideas on how tasks could be performed better.

Feedback from this swap has been

fantastic and in the near future, there are plans for members of dispatch, team leaders and health and safety reps to swap sites.

**Benjamin Bailey**  
Site Manager Jelfor





# PORTLAND PINE

## AROUND THE GROUNDS

I wanted to share a story with you about our second longest serving employee here at Portland Pine, Neil Coustley started working onsite on the 25th of May 1995, after a short stint in production Neil was offered a position as the treatment plant operator for Portland Pine. On the 30th of September 2021 marked 26 years for Neil as the Portland pine treatment plant operator

Neil has seen a lot of changes over the last 25 years, on his first day in the treatment plant he explains he told to get in the back of the loader with the loader driver and watch what he does for the day and then he was right to go, the next day he trained to operate the treatment plant all manually of course, then he was left on his own to run the plant, Neil explains back then there were no SOPs no Hi-vis just work boots nothing else, wow how things have changed and our sites are much safer than they were 25 years ago.

Neil is passionate about his job and is a fantastic employee and person, always happy to help anyone. thanks, Neil, for your dedication to our business and our site well done on 25 years as a treatment operator.

**Daryl Hann**  
PPP Site Manager



## THE POWER OF *Positivity*

Let's face it, the last two years have been pretty tough. We've been in and out of lockdowns, separated from family and friends, had our movements restricted and been unable to do many of the things we love.

Despite 2020 and 2021 dealing us many hardships, it is in light of these trying times that we have learnt about the power of positivity and its ability to help us through life's challenges.

So, while we will hopefully not have to face another global pandemic in our lifetime, here's just three of the many benefits to staying positive that will hopefully inspire you to avoid adopting a "negative Nancy" mindset next time life throws you a curveball:

- 1. IMPROVED PHYSICAL HEALTH:** while it's not something we think about too often, our mind and body are closely linked. Studies have shown that staying positive can lead to increased immunity, a reduced risk of death from cardiovascular complications and an increased lifespan
- 2. MORE SUCCESS:** optimists tend to be more successful, less likely to quite their jobs and encounter hard ships in the workplace
- 3. GREATER RESILIENCE:** negative thinking can cloud your mind and your judgement. When faced with difficult situations, positive thinking helps you to look for solutions rather than focusing on problems and thus, overcome obstacles quicker.



A. MURRAY & SONS • AUSSIE BROADBAND • AUSTRA  
• BENNETT FAMILY • BRONWEN WRITE • CAMCO C  
CHRISTOPHER MOYSEY • CITY TIMBER • CJD EQUIPME  
DAMIEN NESSEL • DANIEL KOOCHW • DANIEL PFRUND  
STONE • ELTHAM HOME TIMBER & HARDWARE • FLUIDT  
ELECTRICAL CONTRACTORS • GREENDALE TIMBERS •  
• HERVEY BAY ROOF TRUSSES • HONG TECK LEE • H  
IMAGINE8 GROUP • INTERNATIONAL  
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TIMBER • MICK MILLS • MIXX FM COLAC •  
• MYM TIMBER & HARDWARE PTY LTD •  
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• PAUL LANGDON • PINE TIMBER  
PTY LTD • PY TIMBER WAREHOUSE •  
ELECTRICAL • R. & L. WITHERS EARTHMOVING  
SCHOERIE • ROSCOE'S TIMBER HARDWARE AND GAR  
SCOTT BRADLEY • SE PINE • SPROCKETS AUSTRALIA  
PTY LTD • THE BOWES FAMILY • THE TRUSS COMPA  
MANAGERS • TRISH DENHAM • ULRIKE ANDRESEN

*Thank  
for  
Donat*

... AND THE W



RAILIAN DEFIBRILLATORS • B. & J. MCNAMARA PTY LTD  
UTTING TOOLS INT'L PTY LTD • CHRISTINE WITHALL •  
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• KILMOUR GROUP • KURRAJONG  
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MANDIE HOURIGAN • MARK ATCHESON  
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LTD • OLIVIA ANGUS • OSBORNE GROUP  
• PATRICK JONES • PAUL HARTUNG  
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PTY LTD • STEVE WALKER • STS TIMBER WHOLESALE  
NY • TILE IMPORTER • TOMAS MCLEAN • TRAVEL  
• VICARY FAMILY • VICKI JEFFREY • VICTOR SMITH

HOLE AKD TEAM



For the month of October this year, AKD once again traded orange for pink and rallied together as a team to raise funds for the McGrath Foundation. The McGrath Foundation focuses on raising awareness for breast cancer as well as ensuring that patients and their families can have free access to the support of a McGrath Breast Cancer Nurse from the time of diagnosis and throughout treatment.

Unfortunately, breast cancer remains prevalent, and it is estimated that 20,030 Australians in 2021 will be diagnosed with the debilitating disease. Many of us have either been affected personally by breast cancer or know of a work colleague, friend or family member who has been diagnosed, and for this reason, AKD proudly supports the McGrath Foundation each year. After smashing our fundraising target of \$50,000 last October, we decided to aim even higher for 2021, with a goal of raising \$100,000 for the worthwhile cause. In true AKD style, the team smashed it out of the park, raising a massive **\$176,000**.

In light of our fundraising efforts, we were lucky enough to be sent personalised video messages of support from Glenn McGrath (McGrath Foundation Co-founder & President) and Tracey Beven (McGrath Foundation Ambassador & Director) which were featured in the most recent CEO video, highlighting the significance of our partnership with the Foundation.

Pink gear was sold again this year, with polos and shoelaces available for purchase as well as the addition of pink glasses, gloves and drink bottles contributing to the sea of pink across our sites. Healthy Eating Cookbooks were also sold to assist with the fundraising efforts. It was hard to miss our show of support that was vividly on display across the business, seen from the pink wrap and strap used for our products to the colored lighting around the outside of office buildings. In addition, some employees quite literally turned pink in show of their support, such as Matt Taylor from NSW, and Alan Lund and Stephen Pefanis in Vic who

all dyed their hair the vibrant hue. Matt also shared his heart felt story about the impacts of cancer on him and his family and called us all to arms to go and get checked.

Each site took it upon themselves to raise additional funds by running their own activities, with department BBQ's, pop-up pink shops and raffles proving to be popular fundraising initiatives. Yarram excelled, creatively deciding to hold a different themed lunch for each week of October, ranging from a roast beef lunch to the classic sausage sizzle. Also thinking outside the box, Caboolture encouraged employees to bring in any refundable bottles and cans, with all proceeds collected from these contributing to the site's donations pool. But the standout was Portland Pine with an impressive overall total between employees and donations getting to an impressive total of \$9,800.

Our online donations page also received plenty of attention this year, with significant donations coming in from our customers, suppliers and shareholders. In acknowledgement of the overwhelming support we received from those who contributed, we ran a Thankyou Raffle with prizes kindly arranged for us by the McGrath Foundation and valued at over \$3000. All who donated received automatic entry. Congratulations to our winners.

As always, we would like to thank all those who contributed to our fundraising efforts. We could not have achieved the total we did without the overwhelming support of our AKD employees, their families and our loyal customers and suppliers, no matter how large or small the donation.

You should all be extremely proud of the contribution you have made to this initiative and the positive impacts this will have on individuals who are hit by this awful disease.

*Thank You!*



# \$176,168

◀ OUR TARGET  
\$100,000



ALAN LUND

## PINK UP *is personal*

The current diagnosis rate means that most of us will have breast cancer touch our lives in some way in our lifetime – whether it's family, friends, or colleagues. In Australia, one in seven women will be diagnosed with breast cancer.

It's certainly touched AKD's NSW State Manager Matt Taylor's life and family in a very personal way. He's sharing his story about this with everyone for our October 2021 PINK UP campaign to help raise awareness and promote early detection.

For Matt, it's much more than just about the money target – it's what the awareness can achieve in terms of education and early prevention and detection.

Here's Matt's personal experience with cancer in his family.

*"My Nan moved in with us when I was 12 years old for family support post breast cancer, a mastectomy and extensive Chemo. Mum had Breast Cancer and a Mastectomy in her late 50's, my Pop died of Prostate Cancer and my Dad had Prostate Cancer",* Matt tells us.

Matt feels strongly about the benefits of early detection to help manage the severity and type of treatment program.

*"I get a Prostate check (and it's just a blood test) every year and Breast Screening is a horrible test that no woman looks forward to, but I know my Nan and Mum spoke frequently of how they wished they'd caught the issue earlier",* says Matt.

Matt has also decided to make his story even more impactful and memorable this October by *"going pink himself"*. He has dyed his luscious beard pink – and after 4 months in lockdown in Sydney, that's a big statement of support!

All Matt is asking for in return is that you share his story to promote the importance of regular checks and early detection.

*"If a Pink Beard and my real life story inspires or scares people into making a doctor's appointment, I'd be happy!",* adds Matt.



STEPHEN PEFANIS







📍 Caboolture RAM barbeque



📍 Colac



📍 Gilmore



📍 Tumut



📍 Portland Pine



📍 Tumut





### SYDNEY PINK TEST PACKAGE

1 NIGHT AT QT SYDNEY  
2 X TEST TICKETS  
2 X HIGH TEA TICKETS



BALLY BAG



**rollie**



ROLLIE NATION SHOE VOUCHER  
& TILLEY SOAP HAMPER

1ST PRIZE WINNER:  
MAHILD DRYING TECHNOLOGIES

2ND PRIZE WINNER:  
MELISSA GARNER (COLAC)

2ND PRIZE WINNER:  
HQ PLANTATIONS



Tumut



Caboolture



Colac



# Our Products in Auss Help Fight Climate

Everyone at AKD knows we make sawn timber products, many of which are used in Aussie homes. Depending on your role and which area of AKD you work in, you may have more or less knowledge about our products and the markets in which they are used.

But whether you work in Operations, Sales, Technical, Engineering, HR, Forestry or IT in AKD, it's a good reminder to think about how our products are used and their "bigger" purpose or value – something for all of us to be proud of! Here's why.

Firstly, you couldn't invent a better product today to help fight climate change – our timber products are The Ultimate Renewable™. They store carbon for the life of the product usage and our own plantations are also drinking carbon as they grow each year.

**Forests  
& Wood**

**THE Ultimate  
Renewable™**

AKD's annual sales YE Sept'21 equates to negating emissions impact of approx. 220,000 petrol cars on our roads

This message about Timber Stores Carbon is an important one for us to get behind and for our whole industry to promote – especially to end-users who can choose non-timber substitutes for many of the applications where our products are currently used.

To help with getting this message out to our whole supply chain, AKD is a key founding partner in an industry collaboration that promotes one of key product category – Timber Framing. Known as the Timber Framing Collective, this group of companies works together to ensure that softwood timber remains the preferred structural material solution for Australian homes and that substitutes with higher carbon footprints such as steel and concrete don't

grow their share at our expense. And, what's at stake isn't just our own market share, it's about the construction industry choosing more environmentally friendly building materials with lower carbon footprints to help with mitigating climate change. Therefore, it's about a more sustainable future for everyone if timber products are used more in Australian construction and in working for AKD, you are part of creating that more sustainable future!

Our challenge is however to connect that with end-users about where our products are used, especially in house construction, and to make the value of our products better understood. This is where our product branding comes in and for any brand to have value, it needs to connect with an emotional response for the target market – those emotions can include fun, happiness, pleasure, security, safety, well-being, greater good.

So, whilst we know the way we make our products and they're known to us as MGP, H3, sleepers, Blue pine, we need to show how these products are used for "greater good" in Australian homes.

This is one reason we have named some of our key products and given them brands to build this value and loyalty to using them, especially to end-users. We also know how Australians have come to value supporting local and Australian owned and made even more over the past 2 years so our co-branding with the green and gold kangaroo is also an important part of our AKD story.

So, recently, we've taken our brands and put a bit more of a story with them to make them more relatable to everyday Australians.

In terms of their higher purpose and creating a more emotional response to our products, all these AKD brands are typically used in the Australian home and play an important role in the home's value and function.



**TIMBER FRAMING  
COLLECTIVE**



*Proud funding supporter of the*  
**Timber Framing Collective**  
**2021-2022**



# ie Homes Change

with Christine Briggs  
National Marketing Manager



AKD Terminator is our range of structural framing that is termite resistant and this gives peace of mind to homeowners about their structure being protected and most importantly ensures we have a better solution than homeowners choosing steel because of this concern of termite attack.



AKD Endura is our range of H3 LOSP outdoor structural that is used extensively in the structures of pergolas and decks – AKD Endura is the structural solution for our outdoor living rooms. Aimed at enduring Aussie weathers.



AKD Ironwood and new AKD Ironwood Edge™ are our range of H4 incised sleepers that are made at AKD Gilmore and ideal for garden walls, garden edges and vege patches – our garden sleepers are one of the highest selling timber products stocked by Bunnings in Australia.

To make our brands more relatable and link to that emotion of the “sanctity” of home, we have created the below promotional pieces.

Ultimately, we want AKD to be known as the company that has great people who make great products which are great for the environment!

**Termite Protection for the Structure of your home.**

The family home is one of life's biggest investments and the structure that holds up your home needs to stand the test of time. Hidden behind the plasterboard walls and in the roof space, you want the peace of mind that your house structure is strong and protected from termite attack.

AKD Terminator now comes with that peace of mind for 50 years. It's highly effective against termites and safe for humans and animals, contains actives that are used in everyday household products such as insect sprays and pet products.

**AKD TERMINATOR**

**50 YEARS LIMITED WARRANTY**

For AKD Limited Warranty conditions see our website [akd.com.au](http://akd.com.au)

**Enjoying the Australian Outdoors has come closer to home.**

Ongoing restrictions and lockdowns for communities right across Australia means that we're spending more time at home and that means more time in our own backyards. Create your own version of the Great Australian Outdoors, with AKD Outdoor timber ranges - AKD Endura & AKD Ironwood

**AKD ENDURA**

**AKD IRONWOOD EDGE**

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

**Truly love the inside of your new home.**

Choose AKD Timber Framing.

Your home is your castle and for every home to stand the test of time, it needs to have a strong, reliable structure.

Using AKD Pine for your house frame, which has been locally grown and made for Australian conditions, means you are making one of the best and biggest environmental choices you can make in your lifetime.

The typical Aussie home with timber framing stores 4 tonnes of carbon in the timber - that's true beauty on the inside!

You will not see what's holding up your home every day, but you can feel safe, secure and comfortable knowing it's built with AKD Structural Pine.

it's what's on the **INSIDE** that counts



# Golden Gumboot Hunt 2021

The Friends of the Old Beechy Rail Trail (FOBRT) successfully delivered its eleventh Golden Gumboots Hunt during the September 2021 school holidays. This was a free event aimed at local families encouraged to explore and enjoy the Old Beechy Rail trail in a fun way. AKD was the major sponsor of this annual community event.

More than 500 children took up the challenge to become Rail Trail Rangers and search for those elusive Golden Gumboots and the chance to win a prize. Much fun and laughter were had by all. The showbags (sponsored by AKD) were an instant hit. All children couldn't wait to delve into their bags looking for what was to be found at the bottom of the bag.



*The Jamison & Papafotis children with their completed maps entering the draw.*



*A young Hennessy found this boot!*



## 2021 AKD CHRISTMAS COLOURING COMPETITION

**Speak to your supervisor to get a copy  
to take home for your children.**

**Submit entry by Friday 10th December  
to your site admin office or  
scan and email to [info@akd.com.au](mailto:info@akd.com.au)**

Prizes to be won!! Submit your entry by **Friday 10th December**  
to your site admin office or email [info@akd.com.au](mailto:info@akd.com.au)

ARTIST NAME: \_\_\_\_\_ AGE: \_\_\_\_\_  
FAMILY MEMBER: \_\_\_\_\_ PHONE: \_\_\_\_\_



# Women in Leadership Cohort

In July 2021 the AKD Women in Leadership Cohort was formed. The vision of the cohort is to create a gender diverse organisation through encouraging, promoting and supporting women within AKD.

Achieving gender equality is important for AKD not only because it is 'fair' and 'the right thing to do,' but because it is also linked to AKD's overall culture and performance. Research shows workplace gender equality is associated with:

- Improved productivity and growth
- Increased organisational performance
- Enhanced ability to attract talent and retain employees
- Enhanced organisational reputation.

The group is made up of representatives from each site and from different areas of the business.

As a starting point for the group it was important to understand the current work environment for women in AKD and the challenges currently faced. This was achieved through a survey which had a great response rate and outlined areas to be focused on going forward.

Some of the areas that will be reviewed in the coming months include availability of female uniforms, bathrooms, night time lighting, maternity leave and flexible work arrangement policies.

In addition to the areas identified as part of the survey, the cohort will be working on enhancing the recruitment strategy to attract more females in the application process. Currently women in AKD are underrepresented and make up 14% of the workforce.

The Cohort is looking forward to progressing AKD's journey towards gender equality. If you would like to be involved in the Cohort further please reach out to your local representative.

with **Alyson Forsyth**  
Group Financial Controller



**ALYSON FORSYTH**  
NATIONAL  
FINANCE



**GEN RYAN**  
NATIONAL  
HUMAN RESOURCES



**KAYA LESNIAK**  
CABOOLTURE  
DESPATCH



**JO FOSTER**  
COLAC  
FORESTRY



**TONI KIRKUP**  
NATIONAL  
HEALTH & SAFETY



**SOPHIE DEVINE**  
COLAC  
SALES



**MELISSA GARNER**  
COLAC  
FINANCE



**LOUISE HALUSKA**  
PORTLAND PINE  
ADMINISTRATION



**MARINA MILIC**  
NATIONAL  
TECHNICAL



**KERRIE GABB -**  
JELFOR  
PRODUCTION MANAGER



# SERVICE RE

# 40 Robert Sturt

## YEARS AT TUMUT



Robert commenced work at the Tumut Mill on the 7th October 1981.

He began as a mill fitter doing shift work and then progressed his way through various roles before moving into maintenance planning 20 years ago.

During his time at the mill Robert has been a fitter, leading hand and maintenance coordinator. He was instrumental in the installation and aligning of the new machinery in the Green Mill when it was built in 1986 and hence has an extensive working knowledge of the operation of the Tumut Mill.

Robert has recently been in charge of the maintenance of the Debarker in the aftermath of the bushfires and during the critical log salvaging operations.

He has been invaluable in the instruction and training of many apprentices during his 40 years at the mill. Some who are still working at the mill today.

Robert and his wife have 2 married daughters, 1 amazing grandson and 2 new grandbabies on the way in 2022.

Outside of work he likes international travel (when allowed) and has visited many places including the UK, US, Middle East, Asia, Europe, Greece, Turkey, Spain and Portugal. He enjoys exploring new cultures and especially the food and wine experiences. During COVID times he has remained close to home getting in plenty of walking and spending time with family.

Robert is a keen motor enthusiast and has a passion for Hot-rods. He owns several Hot-rods and has a project on the go. Prior to COVID he spent many weekends away at Rod Runs catching up with friends.

He looks forward to the many new challenges that the future upgrades will present in the coming years.



***Well done Robert, a great milestone, you're contribution to the business over the last 40 years has been truly valuable. You continue to mentor the young tradespeople coming through and your knowledge of the site has ensured Tumut is the successful business we are today"***

**Rab Green**  
Tumut Site Manager





# COGNITION

## 20 Neil Ford YEARS AT B.V.



20 years ago a younger and some might say slightly better looking Neil Ford joined the NSW Sales Team. Neil was a wealth of knowledge as he came to us with an extensive background in the timber and hardware retail space which included Nock and Kirby stores and running a local Frame and Truss plant.

As part of the NSW sales team Neil has been heavily involved in delivering our Bunnings Service offer and ensures the customer experience is as close to perfect as possible.

Neil is also the Chairman, Secretary and Treasurer of our unofficial AKD Branch Punters Club and his most recent Melbourne Cup Trifecta win suggests there's no real rival for the job.

As the name suggests, Neil is a keen "Ford Man" and frequently makes his way to the Holy City for the Bathurst 1000. On a nice weekend you can catch Neil casting a line in the local water ways or if the clouds set in you'll find him enjoying a Punt in the local Watering holes.

Life's been great with a "Fordie" in our Team for 20 years and we're looking forward to plenty more to come. (And maybe sharing a few more tips on the Horses).



***"Congratulations on 20 Years Neil!  
It's been a great ride, full of passion,  
commitment and fun. I genuinely  
look forward to many more years."***

**Trevor Riddle**  
Customer Service Manager





## SEAN MAXWELL

NATIONAL ENVIRONMENTAL ADVISOR

I joined AKD in October in the role of Environmental Advisor. I am in the Innovation Optimisation and Compliance (IOC) Team headed up by Dave Gover and will focus on providing internal support across our sites to ensure our operations comply with environmental regulations and meet our aspirations for sustainability.

Spiro Kavalieros (EHSR Group), Dave Gover and the crew at Colac and Irrewarra have been great in helping me find my feet since starting. It has also been great to connect with a few guys at Portland, Yarram, Jelfor, Tumut and Caboolture. I look forward to getting around to our sites for a chat in the new year.

I come to AKD after six years as a Research Fellow at the University of Queensland. In this position I studied the carbon benefits of retaining large tracts of intact forest across the global tropics and various other topics related to land use solutions to climate change and biodiversity loss.

I spent my early years in Geelong, Victoria before my folks bought a farm in Gellibrand – just down the road from Dad's childhood farm. My parents have been milking cows there ever since. I enjoy helping them out on weekends or whenever a tractor needs driving.

My wife, Marlana, and I have two kids. Neal is nearly 3 and loves the farm. Winona is 3 months and just learnt how to smile.

I coach the mighty Otway Districts Football Team in the winter and enjoy playing cricket with the newly re-formed Carlisle River Cricket Club during the summer.

I look forward to helping the AKD team reach our environmental goals for many years to come.





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



**ALIZA HALLIDAY**  
DRY MILL  
COLAC



**ANDREW EDWARDS**  
DCA  
CABOOLTURE



**ANDY SCHIFFER**  
RAM  
CABOOLTURE



**AYDEN SPITERI**  
POS  
PORTLAND PINE



**BIANCA WHITE**  
GCA  
CABOOLTURE



**BILLY LEWIS**  
POS  
PORTLAND PINE



**BRODIE ROBSON**  
GREEN MILL  
TUMUT



**COREY BARNES**  
GREEN MILL  
COLAC



**COURTNEY POWER**  
KILNS  
TUMUT



**DAMIEN HUNTER**  
DCA  
CABOOLTURE



**DAVID LEESON**  
GREEN MILL  
COLAC



**DAVID SWEENEY**  
DRY MILL  
COLAC



**DAVID WILSON**  
KILN MAINTENANCE  
AREA COORDINATOR



**ETHAN HOBBS**  
DRY MILL  
COLAC



**FELIX PELAGIO**  
GREEN MILL  
TUMUT



**GAVIN LIVINGSTON**  
SILVICULTURE  
FORESTER



**GLEN HARRIS**  
LOG  
CABOOLTURE



**GRAEME CLARKE**  
DCA  
CABOOLTURE



**GREG HARVEY**  
DCA  
CABOOLTURE

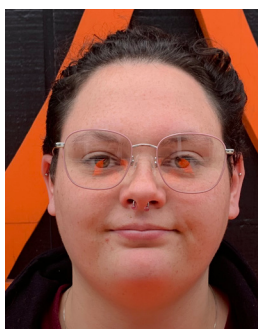


**KARREN WILLIAMS**  
GREEN MILL  
TUMUT





# CONTINUED



**KIMBERLEY BROWN**  
DRY MILL  
COLAC



**MARK DIEDRICHS**  
GMS  
CABOOLTURE



**MICHAEL LITTLEJOHN**  
RAM  
CABOOLTURE



**MICHEAL TRELOAR**  
GCA  
CABOOLTURE



**NICHOLE BOYD**  
GCA  
CABOOLTURE



**NICK STACE**  
DISPATCH FORKLIFT  
DRIVER - COLAC



**OSCAR BARROW**  
DRY MILL  
COLAC



**PAUL PICKERING**  
TRUCK DRIVER  
COLAC



**PETER EDWARDS**  
DCA  
CABOOLTURE



**ROSS JAMES**  
GREEN MILL PROD.  
MANAGER - COLAC



**STEVE LINN**  
MAINTENANCE  
JELFOR



**TAMSYN BRIGHT**  
DRY MILL  
COLAC



**ZANE BAYNTON**  
KLN  
CABOOLTURE

# Lets Get Social!

Follow **AKDSoftwoods**





# HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Robert Sturt	40	RAM	TUM
Robert Beighton	30	KLN	CAB
Joseph Hardwick	25	SWS	TUM
Michael Bradley	25	DMT	TUM
Scott McVean	25	GMT	TUM
Neil Ford	20	SAL	BV
Danny Warren	15	ADM	BV
Perry Cullen	15	ADM	CAB
Warren De Hommel	15	KLN	YAR
Jay Charles	10	H2F	YAR
Kenneth McDonald	10	DIS	BV
Susan Harris	10	FOR	COL
Taylor Towers	10	SAL	COL
Brendan McEwan	5	RES	COL
Hyun Gee Kim	5	EWP	COL
Keith Shields	5	RAM	CAB
Kyle Comrie	5	GCA	CAB
Michael Ritchie	5	IRD	IRRE
Rachael Wight	5	GMV	YAR

Welcome to  
the **TEAM**

BABIES EDITION



Tom Leishman and Sophie welcomed to their family and the Electrician Team

*Olive Anne Leishman*

Born on 21st September weighing 4.2kg

*Have you recently welcomed a new member to your family? We would love to share your news with the AKD team in the next edition of the Splinter! Email a photo and details to [info@akd.com.au](mailto:info@akd.com.au)*



# The Wrap-Up



Firstly, I want to recognise your Pink up efforts raising awareness of Breast Cancer and our connection with the McGrath foundation. Last year we had a goal of \$50,000 and raised \$82,000, **"This year we had a goal of \$100,000 and raised over \$176,000."** You are bloody legends.

The Post & Poles teams raised \$12,000, wow, our 'smallest sites raised more per employee than any other site, fantastic effort guys.'

So what should AKD's goal next year be? Not just the amount, but how do we continue to raise awareness, I look forward to hearing your ideas.

Last night I saw that the "BareFoot Investor" (Scott Pope) had returned to writing articles for The Herald Sun. Scott took six months off work to drive around Australia with his young family and that was the focus of his first article in 6 months. I personally really like the Barefoot Investors advice and articles as I think it's relevant to all Australians at any age. Its about creating personal freedom by taking charge of your finances and being responsible for your decisions.

He has 9 steps:

1. *Schedule a monthly Barefoot date night*
2. *Set up your buckets*
3. *Domino your debts*
4. *Buy your home*
5. *Supercharge your wealth*
6. *Boost your mojo*
7. *Get the bank off your back*
8. *Nail your retirement number*
9. *Leave a legacy*

These steps are simple and applicable, his book is a great stocking filler for you or your partner. "Tread your own path".

Anyway what's my point? Well in that article he made a comment that has really struck a chord with me. **"When you are a parent the days are long but the years are short."** As a Dad with two kids in their twenties I can fully attest to this. I often ask myself where did the years go? However during the journey some of those days were tough and long. I can honestly say that at times I wished that the kids were older, I wished that we had more time without the kids, I wished the kids would go

to sleep or stop talking or just pick up their towels in the bathroom. But now I sit back, as the kids are now leaving home and I realise the journey was more important than the destination. Where did the years go? They went by so fast!

So it makes me think of where we are at and have been for the last few years, we have had some really long days, but the years have really raced by. Sometimes it feels like we are not getting there fast enough or the challenge seems to go on and on in front of us. I take from Scotts quote how important it is to enjoy the journey not just wish for the destination to arrive. To live in the moment and enjoy it for what it is. In business we can fall into the trap of focusing on daily or monthly targets, feeling like the hamster in the hamster wheel. So as we head towards the end of the year, lets enjoy what we have, and appreciate who we are as a business. We are AKD and we are really good people and great sawmillers.

There is so much happening here at AKD and it is all positive. Looking back we have really achieved so much together, looking forward we have the opportunity to achieve alot more. We are investing and reinvesting in our business, the projects at Caboolture, Tumut and Colac are all exciting and all about creating a strong resilient future. The recently announced graduate and apprenticeship program, 30 new starters, is another fantastic story. Creating opportunities and careers at AKD for new employees.

So as we head towards the end of the year, look out and take care of each other, be safe, and enjoy every day for what it is.

**Shane Vicary**  
CEO

