

THE SPLNTER

A stylized green Christmas tree with a yellow star on top, sitting in a brown pot. It is part of the 'SPLNTER' logo, where the 'N' is replaced by the tree.

AKD EMPLOYEE NEWSLETTER
EDITION 42
NOVEMBER-DECEMBER 2021



This edition

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The 12 Days of Safety

05-14

Around the Grounds

17-18

November

19-20

Service Recognitions

21-22

AKD Christmas
Colour-in Competition



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

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AKDSoftwoods

www.akd.com.au

2021



SUPPLIED UP TO
171,000
HOUSING LOTS
WITH AKD TIMBER

293
PEOPLE
EMPLOYED



THE TALLEST
CHRISTMAS TREE
EVER WAS
221 FEET TALL

1 IN 3 MEN WAIT
UNTIL CHRISTMAS EVE
TO DO THEIR SHOPPING

THE HIGHEST GROSSING
CHRISTMAS MOVIE WAS
'HOW THE GRINCH STOLE CHRISTMAS'

IN 1980 THE HIGHEST
SELLING CHRISTMAS TOY
WAS THE RUBIK'S CUBE

IN REVIEW



1,060,000 M³
OF TIMBER PRODUCED



500,000
SEEDLINGS
PLANTED



24,050
SEMI TRAILERS
DISPATCHED



32,500
INVOICES
PROCESSED
FOR PAYMENT



634,585
STEMS CUT AND
1,678,691
LOGS PROCESSED



18
APPRENTICES
STARTED

Oh my goodness, what another long and bloody challenging year we have all had. Speaking with many people across the group, regardless of what site or what role they are in, EVERYONE is ready for a break (and you absolutely deserve it)!

We thought 2020 was tough with the pandemic (and it was), but 2021 was the 'gift that just kept giving' – the madness of CoVid didn't ease up. There were more restrictions, our children were at home schooling yet again, vaccinations were mandated in Victoria and just when things looked like they were about to calm down a little bit – you guessed it, another strain was announced!

Please be mindful of the toll this has taken on everyone – if you are asked to wear your mask by someone in retail, be nice – remember, they don't make the rules (they are just the poor buggers that have to enforce it). If your partner, kids or family are a little 'off', let them know that it's ok not to be ok.

I have said it before, the way our teams continued to turn up each and every day and complied with the new control measures was just fantastic and demonstrates what an amazing bunch of people we have working at AKD. Let's hope 2022 brings a little more normality for everyone.

Throughout the year we have had our up's and down's – we have made improvements in areas and we have unfortunately had events that highlighted we still have improvements to make. What we do know, is that as a business we want to keep improving and we want to empower our teams to keep making safe choices.

The last 12 months has been heavily focused on safe choices and behaviours – there is a reason for that. As a business, we can upgrade plant and equipment, we can introduce new systems and processes – but we can't always control if individuals choose to take short cuts, not follow the process etc. As an individual, it is critical that you choose to be safe for YOU.

The Christmas / New Year period is a time to rest up, recharge the batteries and enjoy time with family and friends. The break is pretty short, so it is important we use the time to switch off as best we can – remember, you deserve this break so don't spend your time off thinking about work!!

Your Health and Safety doesn't just stop when you clock off from your last shift of the year – we want to see all of our employees return back from leave ready for the New Year.

To hear on the news that someone has been seriously injured or fatally killed (for any reason) is hard at any time of the year, but for me, when I hear of something like this happening during the Christmas period, I find it even more heartbreaking. This is the time of year that people should be enjoying. There are some key safety things to consider during the break – please keep these in mind. The health and safety of every team member in our organisation is important – at work AND at home.

2022 is already looking to be a busy (but exciting) year ahead – I wish you and your family a very Merry Christmas and a safe & happy New Year!

“YOUR HEALTH & SAFETY DOESN'T JUST STOP WHEN YOU CLOCK OFF FROM YOUR LAST SHIFT”

RELAX

REFRESH

RECHARGE



THE 12 DAYS OF SAFETY

1. ROAD TRIPPING

Check your vehicle before travelling, be well rested, no need for speed, don't drink & drive



2. AUSSIE SUMMER



SLIP



SLOP



SLAP



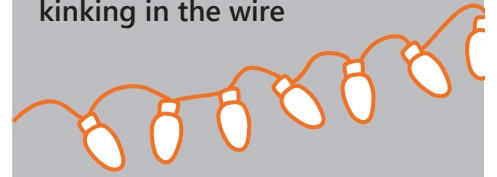
SEEK



SLIDE

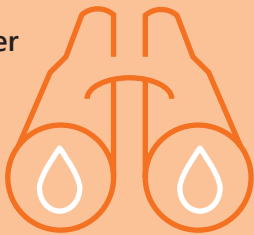
3. CHECK LIGHTS

Check holiday lights for fraying, bare spots, gaps in the insulation or excessive kinking in the wire



4. WATER SAFE

Always watch the kiddies around water



5. ENJOY

...but there is a limit (alcohol)



6. TIME TO OVERINDULGE

Be mindful of food prep, hygiene, reheating leftovers



7. BE KIND

To yourself and others



8. CANDLES

Don't leave burning candles unattended



9. TURN OFF LIGHTS

Turn off all tree lights and decorations when not in use



10. WATCH YOUR STEP

When putting up decorations, use a step stool or ladder to reach high places



11. DESIGNATE A SOBER DRIVER



Relax and Enjoy





CABOOLTURE

AROUND THE GROUNDS

Thank you to all AKD employees, both Caboolture and nationally, our contractors, support services and community for all your hard work, commitment and encouragement in what has been a truly successful and massive year for our Caboolture site.

The power of small wins and teamwork has been the key for our teams and Caboolture site this year. It can be seen across the site in all departments with workday events, like in March with the completion of our HQP log contract igniting emotions, fuelling our motivation, and triggering forward growth of our site.

As we look back at some of the wins, it's important to remind ourselves just what we have achieved in the last 12 months. It has been emotional and tiring and our story will continue to build and change as we head into 2022 and 2023.

Our identity has changed as part of this progress and this change keeps us motivated and excited as we see the site transition in front of us. There have been a lot of comments from our team members and community on how different our site looks from the inside and the outside.

I have thrown together a list of some memories from this year. I know I have missed some things and apologise in advance to those who have invested sweat and time into items I have missed.

- A new log contract, relocation of the sawdust bin, rebuilt a biomass bunker, new MCC, second weighbridge, upgraded fire detections and suppression systems, DM strapper relocation, lots of site pavement works, and hauling green sawn high grade to Tumut were all undertaken
- Our Maintenance team moved to a 24/7 roster, we increased their headcounts, and we took on more apprentices than ever in history of the site
- We awoke the Green Mill from its 11 years of sleeping on afternoon shift, our greenmill team's second shift saw additional 30 personnel employed and we have remained LTI free and reduced our injuries by 70% across the site
- We changed our shavings handlings processes, and now will produce wood pellets in 2022/23.

- The kilns team feed the boilers 24/7 with boiler fuel by a loader!
- Team AKD took part in Spartan, the bridge to Brisbane, and Movember
- We have been active in community with schools' careers fairs, school and teacher visits to share who AKD and the forest/wood products industry is
- We have ordered Sawshop equipment, new forklifts, designed new people facilities at the Boilers and CDK kiln (and commenced construction)
- We are in the process of ordering a Drymill scanner system and the Pellet Mill Plant is under construction
- We are fixing utilities and upgrading them (Sawshop office, tool rooms, admin, toilets)
- Our sales team have re-introduced old friends/customers like Lang's as well as new ones. We also diversified and started new products being produced such as more wides, H3 and 45mm. The quality and Optimisation team advanced the use of Resi tool to support incoming log fibre quality and the decisions we make

It's unfair to single out any one person or group as everyone has made the above possible.

We had some fun, shed a tear or two, built new relationships and strengthened existing connections.

You have stuck together and remained resilient and accepting of change even when it makes our job more difficult or uncomfortable. We've worked together in a year like no other.

2022 is going to be an exciting year as we embark on more milestones that will see more growth and investment in our people/teams and plant/equipment. These will be an important step as we increase our production and diversify our products and ensure we continue to be a supplier of choice.

Thank you, please reflect on all those great things that have happened. Have a great Christmas and fantastic new year!

Greg Levinge
Caboolture Site Manager





Front of Site clean up after second weighbridge install



Oct 2021 - Fuel Shed turned to Biomass Bunker



Maintenance Man and Spidey
- Easter Jeer



Greenmill Boys - Cook up a storm for Biggest Morning tea

HEALTH AND SAFETY

It's been a great year in Caboolture with many changes and challenges along the way. The teams have been engaged in trying to meet the plans we have for safety along with ensuring we all go home safely.

We have maintained our injury rates and have significantly reduced our total injury rate to single figures. Overall, this means more people going home the way they came to work.

Mobile Plant and Traffic Management:

We have had changes on site. The weighbridge project went smoothly and is almost complete. This has helped to widen the access to the site for parking and movement of trucks. This improved the pedestrian access to site and new crossings and weighbridge stairs also.

There are still more traffic management changes in the making with improved street signage to be installed and UHF radio channel changes to improve communication around site. New fences and parking arrangements have also given us boundaries to help ensure we can move around more safely.

Back to Basics:

We have had a plan to ensure we are reviewing all our safety procedures and are on track to get these reviewed by next June. The teams have been working with Managers, HSR's and SME's to ensure they are accurate and communicated when changed.

With the influx of new people and some long-time serving staff leaving the business we have had training both onsite and external to bring people up to the standard required to complete the work safely. Confined space, work at heights, first aid and plant tickets along with Hot work, SLAM and Safety interactions.

As we break for the holidays, we hope that our teams remember that safety doesn't stop at the workplace. Check those BBQ's, Christmas lights and watch out for those ladders. We look forward to our Safe Start UP '22 day to help remind us of our Safety at work and to ensure we are looking after our mental health at work and at home.

Colin Balboni
EHRS Manager - Caboolture



📍 COLAC-IRRE

AROUND THE GROUNDS

Congratulations Colac and Irrewarra site on a great year.

Not only have you had to navigate through masks on, masks off, and masks on again. COVID near misses, vaccination mandates, but you have had to do this in an environment of keeping safe, and supplying product to our customers. On top of all of this you had to handle a new Site Manager coming into the mix!

It has been a challenging year, and I don't think there is a person who isn't looking forward to taking the time to take a break and spend some quality time with their loved ones and enjoying some warmer weather.

I would like to say a huge thank you to the team at Colac and Irrewarra, plus the AKD team as a whole for the way I have personally been welcomed into the business. The people at AKD have a great community spirit, are so welcoming, and have a great attitude towards their work.

I think that spirit shone through in every interaction I have been a part of and witnessed, when groups and individuals were going through tough times. The tenacity and resilience of our people, and their ability to work their way through challenges is a credit to all.

We achieve many things together and learn a lot along the way. It is challenging to choose what to share when considering all of the good things that go on across our sites over the year. However a recent win comes to mind that epitomises high performance for me, and a great example of what we are striving for across our sites.

For a number of months we have been experiencing random failures of sorter floor chains under the Colac Green Mill. Even with brand new chain installed we would have it break within 24 hours after installation. The maintenance team spent a few days analysing the equipment and preparing to conduct some work on a Saturday. Had they done the normal thing and gone in there and simply changed out broken floor chain components we were guaranteed to get the same result – more broken chains in the future.

But this time they did something different – THEY LOOKED UP.

And up above they could see deep scrape marks on the frames of the pockets. These frames descend and release timber onto the floor chains. What the maintenance team saw was the root cause of the chain failures. The frames of the pockets were coming down and hitting the chains, and on some occasions breaking them.

Had this team done what they always did we would have achieved the same result – random failures.



Dry Mill Afternoon shift waiting in anticipation of their Pink Up Raffle Draw!

WARRA

But in looking beyond the failure and seeking out possible causes they were able to solve the problem permanently.

Again, this is a great example of what we are striving for across our sites. Seek out the root cause, eliminate our problems at the source, so that we don't keep repeating all of the same mistakes.

In our work lives and our personal lives we are so used to repeating the same things over and over again. We think we know the answers. Over this holiday break and coming into next year I encourage you to take another look at things a different way, who knows, if you look from a different direction you just might see the solution!

On behalf of the Colac and Irrewarra site Leadership Team we would like to thank everyone for their contributions, efforts and understanding this year. And wish everyone a safe and Happy Christmas and New Year.



Justin Hickey and Greg Schultz cooking at the bbq to celebrate the uplift in production through the log sort.

Jason Biggs

Colac & Irrewarra Site Manager



HEALTH AND SAFETY

As the year draws to a close, it's a great opportunity to reflect and acknowledge the improvements we have achieved through this period at the Colac and Irrewarra sites. Things like;

- The site crossover project completion which has significantly improved our Mobile Plant and pedestrian separation.
- Initial working at heights and confined space rescue training was rolled out to the Maintenance Department, with further Emergency Response Team training planned for early 2022.
- We achieved our target of 40% reduction in frequency rates across the business, with Colac/Irrewarra being a significant contributor.
- The successful, injury free, completion of the July GMC shutdown.

These milestones are just a few examples of the year that was. They are a culmination of the hard

work of many, and although we still have quite the way to go on our safety journey, they ensure we are on the right path.

Right now, it's about getting through to the Christmas period safe and healthy so we can all enjoy the time off with family and friends. It has been an enormous year, with many challenges thrown our way, and it's been really pleasing to see the AKD teams' band together to power through.

The holiday period is your time to enjoy and rest up for a big 2022 and I'd like to take this opportunity to wish you all Merry Christmas and a happy New Year. I look forward to seeing you all after the break for Safe Start Up 2022 and the beginning of another successful year.

Toward Zero – Think Safe, Work Safe, Be Safe.

Steve Wintle

Colac & Irrewarra
Health and Safety Manager





TUMUT-GILMORE

AROUND THE GROUNDS

SAFETY

Another year gone by; I want to start off by mentioning employees and contractors injured on Site. Unfortunately, we have had a number of individuals injured to date. This is not good.

I will reiterate the need to challenge each other's behaviours, look for and report any hazards no matter how small or trivial you may see them as. These hazards have the potential to cause issues so getting on top of them is important. It is important to remember we have had a number of new starters to Tumut and Gilmore, these new employees may not be aware of potential hazards and the impact they can cause.

The message I wish to convey moving into 2022 is to make good decisions, if you are doing something that doesn't feel safe, stop, review the task, the hazards and implement controls for your safety. Report anything that potentially looks unsafe or feels unsafe to do. I ask that you read and pay attention to Safety Alerts put out on noticeboards these are a reminder of safety issues AKD as a whole has encountered and measures to do them better/safer. We are continually looking to improve our plant and processes as we strive towards our goal of Zero Harm.

On a positive note, this year we have seen many safety upgrades and improvements across the site. A big improvement was the new trim saws at the Gilmore Stacker this has largely reduced manual handling around the trim saws and were well received by the team. We will continue to make safety improvements and if you have any suggestions, we welcome them.

THINK safe, WORK safe, BE safe!

PRODUCTION

2021 Tumut started off the year continuing the salvage log. Prospects were looking bleak with forecasted log volume to be halved in July and alternative shift structures needed to be implemented to accommodate this. However, through the collective effort and support of many individuals from across the organisation, additional log volumes have been acquired, allowing the site to cut well above the forecasted volumes.

In addition, we have been able to bring in feedstock from Oberon, Colac, Caboolture and purchased

timber from third parties, which has lifted throughputs and places us well above budget. With the additional volumes we have offered more employment, and multi-skilled our workforce to allow rotation across different roles.

Through the Tumut's team willingness to adopt new shift structures and multi-skill across roles employees have successfully processed the log volume and are working well and allowing the site to continue to function. Well done to all and thank you for accepting the challenge and making Tumut so successful in 2021.

It has been a challenging and draining year! No doubt everyone is really looking forward to the break to relax and take a breath. From myself and my family have an enjoyable Christmas and New Year celebrations and be safe. I look forward to seeing you in 2022 recharged and for a big year ahead of us.

PROJECTS

Gilmore Distribution Centre (DC)

The new Gilmore DC office is now ready to be occupied. Well done to Peter Annetts, Frank Jusup, Mick Caddis, Matt Hardwick, and team for this truly impressive facility. The DC will service Bunnings Stores across NSW and form the majority of Tumut's finished goods despatch.

Boiler demolishing

The old boiler has been demolished and currently being removed. This area will form the new location for "Big Finished goods Overflow Shed" (BFOS). This facility will allow the business to store under cover product and also bring a more diversified range of products to compliment the DC.

Lots of other smaller capital projects have been implemented across the site. Again, a clear recognition and confidence shown by the business.

Rab Green

Tumut Site Manager



MORE



Gilmore Distribution Centre Garden



After Boiler has been removed

HEALTH AND SAFETY

And just like that another year gone, I swear its true the older you get the faster the years go, having said that remember life's not about the destination its about the journey.

So, a bit about our journey this year, well to say the least it was extremely disappointing when an employee was injured after a fall from height, that happened earlier in the year and to this day he hasn't been able to return back to work.

Our safety journey has seen more highs than lows. One win for the Gilmore crew that comes to mind is the trim saws where we managed to engineer out and eliminate a manual handling risk which is the ultimate outcome.

So, having said all that it shouldn't matter if you're at work or at home we need to adopt the same safety habits. I am not saying you need to fill in a work at heights permit and put on a harness that's

attached to your ceiling when you're working two rungs up a step ladder putting the lights on the Christmas tree. But you need to make good decisions and choices and assess the risk or think about the potential outcome, don't have a bottle of red wine and think now would be a good time to set up those Chrissy lights on the roof, chances are it's not going to end well.

The Christmas holidays (Covid allowing) should be a time spent with family and friends enjoying a beverage or two with plenty of good food and laughter so from me I am sure we are all looking forward to a well-deserved break and I would like to wish everyone at AKD and their families a Merry Christmas and a safe and Happy New Year.

Rodney Sutton
EHSR Advisor - Tumut





YARRAM

AROUND THE GROUNDS

2021 has seen plenty of challenges for Yarram as well as plenty of change. Early in the year the Yarram site was able to work with the local council to remove a big traffic problem for us. It was normal to see both log and chip trucks lined up on the side of the main road outside our site with traffic zipping past at 100 km/h.

An upgrade of our Logyard introduced a loop road to enable trucks to enter the site and wait for unloading in a safe area. At the same time, we created a small parking bay beside the main road that now allows trucks to park there without fear of being involved in an accident.

Covid, like the rest of Australia, was challenging for the Yarram site but as we move into a "living with Covid" stage, I have to say that the team here at Yarram have done a fantastic job to mitigate the risks to our people. Well done to Graham Clarke who was heavily involved in implementing and integrating the Covid Comply app with the Victorian State government app so we can continue to audit and meet our obligations both with the Victorian government and WorkSafe Victoria.

Yarram said farewell to three key staff members this year with John Marshall retiring, Jenny Kay retiring and Lauren Beattie our finance manager leaving the business. I was fortunate enough to be given an opportunity to look after the Yarram site and lucky enough to spend some time with all three of these staff members before they left the business. Both Jenny and John have been back many times since they have retired to check on the site and say g'day. I think they might be checking up on me to make sure the place is still standing! It was one of highlights this year to send John and Jenny off with the just recognition they deserved after so many years of service.

We saw two significant storm events this year that caused widespread damage to the local area and resulted in flooding to site. At times, we had staff that physically couldn't get to work and some staff that lost power for over a week in their family homes. Talk about a resilient bunch of people.

One of the most tragic and yet heart-warming things that happened this year was the loss of one of employee's home in a house fire. Kea Anderson

received the shocking news at work and when arriving home was encountered by the complete loss of her family home and everything in it. The team here at Yarram was quick to raise some money and together with the local Yarram community, was able to help Kea and her daughters get through the initial devastation. Kea and her girls, although still dealing with insurance companies, are doing well and are set up in some rental accommodation until her house is rebuilt.

Some of the smaller improvements to the Yarram site this year included a compressor upgrade that replaced the aging unreliable units that we had. A vacuum pump upgrade to our treatment area that has seen big gains in efficiency, a scanner shed upgrade to improve our log scanning and some walkway changes to reduce pedestrian interaction with mobile plant.

The Yarram site also saw the upgrade to the National Broadband Network (NBN) that has improved our networks speeds by a substantial amount. Not too many fuzzy Teams meetings anymore!!

We had a successful Pink Up month at Yarram raising plenty of money and awareness at the same time. Jenny Kay came back to site after retiring to help out and her Pink shop did a roaring trade! With plenty of games and good food throughout the month it was great place to be, and to be a part of.

While we lost a few this year, we gained a few as well. Back for her second go with AKD, we welcome Samantha Cassidy back into the fold, this time as a supervisor. Samantha (Sam) has a lot of previous experience in a supervisory role as well as Sawmill experience and has settled into her role very well so far.

In Sam's spare time she likes to get out on the water and do some saltwater fishing with her friends. Sam is also a keen Melbourne Storm fan and loves the State of Origin games. Sam follows NSW and her dad follows Qld which makes for some interesting times at home.

On behalf of the team at Yarram, we would like to wish everyone a safe and merry Xmas.

Glen Davis
Yarram Site Manager





New Compressor



Flooded yard



New truck parking bay

HEALTH AND SAFETY

Well, what can I say – another year nearly finished. What a year it has been- we all couldn't wait to kiss 2020 goodbye and we were looking forward to another 'better' year. So, what happened this year:

- Yep dare I say Covid – Lockdowns 3 to 6.
- Flood waters,
- Power losses for a week on end,
- More flood waters,
- One that was a bit different – an earthquake.
- Very strong winds – Yes! I will not mention the toilet block.

So, 2021 has been a most interesting year to say the least. For us in Yarram, we said goodbye to John Marshall and Jenny Kay. We got to meet Glen Davis as a new manager. We already had the start of a great Site Electrical Team with the arrival of Wayne Brown in 2020, we added another to that team with Isabel Fyffe coming on board as well in 2021.

Lots of projects being developed by the site's Production Manager Bill Wilson and slowly the site's appearance is changing.

All through it we have seen our Maintenance Team Rob Lewandowski and Justin Barron continue with the struggles of meeting the numerous deadlines hit by 'sorry your parts are held up because of the Covid situation' but they kept us running.

The different Area Supervisors dealing with the up and downs of not being able to get people to site as 'we aren't allowed to travel.'

The Dispatch team – getting the timber out there despite all nature's efforts this year.

It brings to mind a much paraphrase sentence "Aus der Kriegsschule des Lebens.—Was mich nicht umbringt, macht mich starker" often said loosely as "Whatever doesn't destroy me makes me stronger". I don't think anyone will look back on this year and think it has been easy but if we reflect, we have developed a resilience and adaptability that has made us stronger.

Safety wise there has been the moments that make you sigh – but then you sit down, pull it together and get back to it. I have enjoyed the 'oneness' that is developing in all the different site coming together. The joys of Teams meetings – it has given us a phrase that has marked the year 2021 – 'You are on mute'. Personally, my hair has stopped going silver – it just getting less now.

So now I and I guess the rest of Yarram are looking forward to 2022 and what it brings. Fingers crossed – it will be better. So to all of AKD – have a good, safe break from work and see you in 2022.

Graham Clarke
EHRS Advisor - Yarram





JELFOR

AROUND THE GROUNDS

Hello, as we near the end of 2021, what is there to say! Wow, what a year. There have been many challenges along the way that I am sure we are all better for. Firstly, I would like to thank everyone for the support and help they have given us here at Jelfor to keep things as normal as they could have been.

The year began with the EPA concerned with some of our operational processes which was a bit of a "wake up" call and forced us to work smarter and also work with our neighbors. There were many learnings from this, and I am happy to report we have changed and modified processes that have everyone happy, including the EPA.

Jelfor lost its Site Manager, Daryl Hann in April who moved over to Portland Pine to take control of its operation. In the 18 months Daryl was at Jelfor, he implemented a culture of "safety first" to which we are continuing today. With Daryl's move to Portland, collaboration between Jelfor and Portland has been fantastic – for both the sites in sharing knowledge and machinery expertise but also from a customer and sales point of view. Working together and utilising available stock has meant orders are getting to customers quicker. Thanks for a great year Daryl and we look forward to another great working relationship in 2022.

Talking about safety, as all sites will know there is nothing more terrifying than an employee being injured at work. Jelfor was not immune to this in 2021 where we had an incident involving a worker and a forklift. While the outcome could have been so much worse, the investigation and following corrective

actions really emphasized some short comings that have been rectified, but also that workplace safety is everyone's job. Safety in any workplace does not stop and there is always more to do here at Jelfor. A huge thanks to Graham Clarke, Steve Wintle and Toni Kirkup for your assistance and knowledge in making Jelfor a safer workplace.

Environmentally Jelfor has seen it all! From excessive heat with days over 40 degrees to the "once in a 100 year flood" in June that flooded the site and township of Traralgon. Since then, we have seen 4 months of above average rainfall and continual strong wind that has cause widespread damage in the area. It has been wonderful to see all workers at Jelfor take these conditions in their stride, help each other out and continue to operate as normal.

In a sales market that is seasonal and fluctuates a bit, looking at other areas and markets has been a great and rewarding challenge for Jelfor in 2021. The trial and subsequent acceptance of our "super-round" product into the NSW market has been very beneficial to the site and we look forward to ramping it up even further in 2022. Without the help of Matt Taylor, Jono Holt and Frank Jessup we would not have been able to do what we have, so thank-you.

Finally, to everyone at AKD, from all of us at Jelfor, we all hope you have a great Christmas with your families. Please stay safe and we look forward to seeing you in 2022.

Benjamin Bailey
Site Manager Jelfor





PORTLAND PINE

AROUND THE GROUNDS

Firstly I would like to thank everyone for yet another big year, it has certainly been a challenging one indeed.

As we all know the lead up to Christmas is a period where we all start to think about the upcoming holidays that most employees are going to have, to ensure that we are all safe during this period we need to make sure we are using the SLAM process correctly and taking the time to ensure we are placing corrective actions in that prevent injuries, participate in tool box talks and ask questions every day, making sure we have the courage to intervene, if you see something that isn't right please raise it and talk to you work mates about it,

The year at Portland Pine has seen its fair share of challenges, firstly earlier this year we seen a few of our employees leave the business for other opportunities which left a big hole in experience and reduced employee numbers, through the great recruitment process we were able to employ some fantastic new employees who have joined the team and fitted in well.

One of our other challenges has been the installation of the new debarking line at Portland Pine, this was commenced in May and finished in early August, fantastic job by all Portland Pine employees, all our contractors and the much appreciated help from the maintenance guys from Colac, the project was completed safely with no incidents, on time and within budget, this year has also seen wide spread rain across Victoria including Heywood where nearly 1 meter of rain has fallen YTD, this has provided many



challenges for our employees onsite with our roads and storage areas heavily wet, and also machine centers that have flooded with heavy rain, as group we got through these times and completed our work safely.

Through out the year we have worked hard on our safety programs and processes, hazard reporting being a great one to talk about first, as we all know the more hazards we raise the safer our sites will be, during 2021 we worked hard as a group to look at what hazards we had in our work places, over 2021 we have raised just over 180 hazards and incidents for the year, for the same period in 2020 our site had raised 38 hazards and incidents, fantastic effort from our team.

SOPs reviews have been completed this year, this has been a good process for us to complete, it has given us a chance to review the SOP against the actual tasks and ensure that the SOP matches the task, thanks to all employees that have helped review the SOPs.

This year has also seen the purchase of a new L60 Volvo loader for the treatment plant this has certainly helped our employees complete their daily task of running the treatment plant and moving stock around the site much easier and safer.

Big thank you to the post and teams during the pink it up month of October, could not be prouder of our group, to raise over \$12,000 for a small team is fantastic effort thank you so much to all involved.



And to end the year I hope that you all have a fantastic Christmas and a very happy new year and I can't wait to see you all in the new year for a bigger and better year.

Daryl Hann
PPP Site Manager







WISHING YOU AND
YOUR FAMILIES A

Merry Christmas

AND A SAFE AND

Happy New Year

What is Movember }

*A charity changing the face of **men's health** on a global scale, focusing on mental health and suicide prevention, prostate cancer and testicular cancer.*

Delaine got around the Colac dry mill in October putting up posters to support this great course.

It was great to see Delaine come in each day with a different style never knowing what it would be.

Check out some of the different moustache styles Delaine has worn for the month of November.



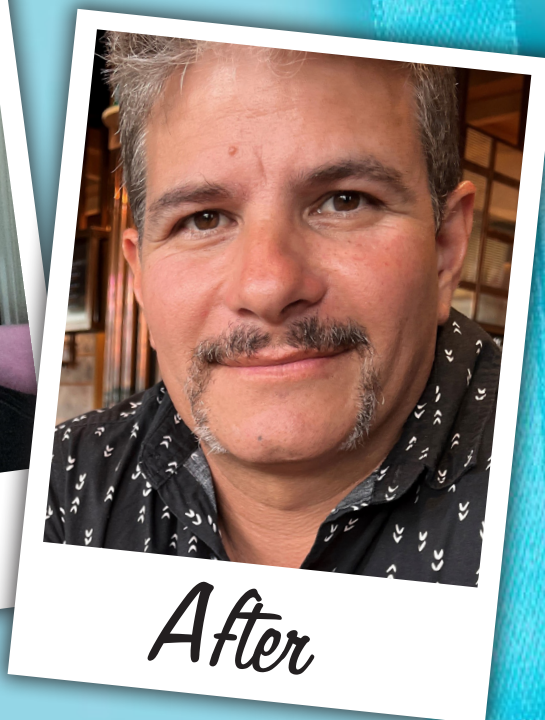
Keep an eye out for next year!

Delaine has let us know that there is some new ideas for next year and we cant wait to see them.

Don MacPhail
CABOOLTURE



Greg Levinge
CABOOLTURE



SERVICE RE

30 Robbie Beighton YEARS AT CABOOLTURE

Congratulations to Robbie Beighton on achieving the milestone of 30 years as a part of the team at AKD Softwoods Caboolture facility.

Robbie started his career here at Caboolture on the 24th October 1991 and has seen the change of guard from the flag of CSR, Weyerhaeuser, Carter Holt Harvey and now AKD.

Starting his career here on site originally due to the attraction of being so close to home, his first role was on the Docking saw in the Drymill, progressing through to forklift driving due to his talent. Here, he has found his calling and has never left. Robbie worked across all areas of the Drymill— 30B infeed, 22B Infeed and Reman Infeed – for a little over 5 years, before he transferred to the Kilns & Boilers team.

Robbie builds packs that go into the Kilns for drying, and his attention to detail is what makes him stand out, helping his team with a positive impact on quality of timber drying. We'll also find him in the Bobcat cleaning areas and on the water tank cleaning up and taking pride in his areas of responsibility.

Thank you for all your efforts, Robbie, the team truly appreciates it!

Outside work, Robbie has found a hobby as a small engine mechanic and mainly focuses on restoring lawn mowers. He has applied that skill many times on site with various small projects.

Robbie's other passion is going away with his wife fishing and camping, where he tells us he is a crack fisherman who always has something on the hook.

"I have had the pleasure of knowing Robbie for the last 7 months as his area supervisor. I know Robbie to be a great example of a hard worker who takes pride in his role on the 20-ton forklift, and his willingness to help others in our area. His assistance in other areas when workload is reduced has also been recognised and appreciated by many. Robbie also enjoys the odd practical joke on side that brings a bit of fun to work as well. It's great to be able to recognise the contributions you've made, and to continue working with you as a part of the Kilns & Boilers Process. Congratulations, Robbie!"

Michael Corman
Kilns & Boilers Supervisor



COGNITION

10 James Allen YEARS AT YARRAM

Way back on the 8th November 2011, I was sat down to complete a site induction with a quiet young bloke. He was introduced to me as James Allen. He signed his name as J.J. Allen and that is how he was soon to be known to all - as JJ.

He was very quiet and appeared a little unsure of how to deal with the old bloke trying to train him. Little did I know on that day that soon this quiet and unassuming young man would become a mainstay in the Yarram Greenmill structure.

JJ is probably one of the hardest working people I know- he is always there when I walk in every morning, and he is always there when I leave at the end of the day. He is quiet speaking, yet always seems to get his point across to the people around him.

I have had many discussions with him – usually when I need to understand a process that has been introduced. He treats me kindly as an ‘old bloke’ and has always been patient when I give him a blank stare.

Does he fire up?– yep he can – like most still waters they run deep. I seem to remember at an end of year party back some years ago, when after a couple of

drinks he started telling me his concerns. I thought he would probably be ‘moving on’ soon. To prove me wrong JJ gathered up his bags and soldiered on and quickly became the Leading Hand in the Greenmill.

He has the ability to see troubles or changes through and come out the other side with results.

So it is with great pleasure that I write this as JJ is recognised for completing his 10th year with the Yarram AKD Sawmill. I hope he has many more in the future. I wish him and his young family all the best as they head down the road of life.

“Mate 10 years’ service is an incredible achievement what’s more impressive is putting up with me for 10 years must have felt like 20 congratulations you are an integral part of the greenmill lets make the next 10 years feel like 5”

Hank Norman
Green Mill / Log Yard Supervisor



AKD Christmas Colour-in Competition



LILIE WEST
AGED 8
PORTLAND PINE



LINCOLN PERCY
AGED 9
COLAC



EMMA BURGEOS
AGED 12
YARRAM



BAILEY DEKNOCK
AGED 6½
CABOOLTURE



JOEY POLSEN
AGED 11
TUMUT



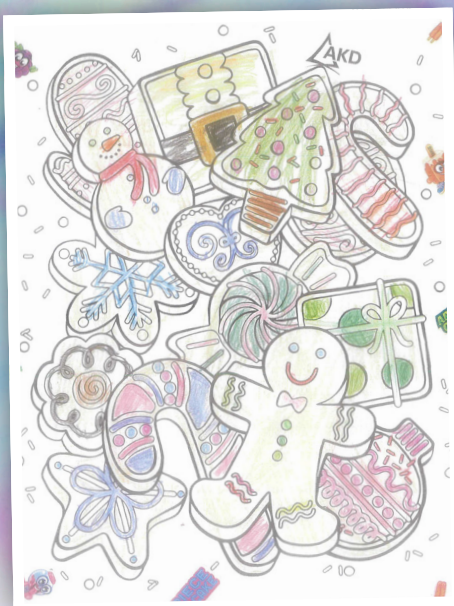
GEORGIA PRICE
AGED 4
CABOOLTURE



HARPER EVANS
AGED 5
COLAC



HARLEY WOMBWELL
AGED 7
PORTLAND PINE



SOPHIE NORMAN
AGED 9
YARRAM



SCARLETT FLENLEY
AGED 5
TUMUT



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



CHRIS MCCALLUM
GCA
CABOOLTURE



CHRISTA ENGLEBRECHT
GREEN MILL
TUMUT



COLIN CHEATER
GREEN MILL
COLAC



COREY NICHOLLS
GREEN MILL
TUMUT



DEAN DONOVAN
DCA
CABOOLTURE



JAYDEN MARTIN
GCA
CABOOLTURE



JIMMY BOOBY
MAINTENANCE
TUMUT



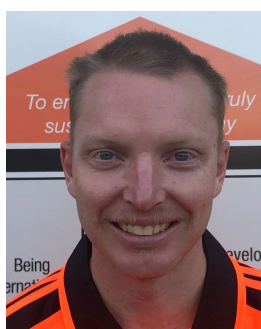
JOHANNA SCOTT
GREEN MILL
COLAC



JOHN KILGOWER
PAL
YARRAM



KAYLA BEIGHTON
DCA
CABOOLTURE



MITCHELL DAVIS
DCA
CABOOLTURE



NICK FERGUSON
DCA
CABOOLTURE



NINA ADAM
PLANER MILL
TUMUT



RUTH BRAY
DCA
CABOOLTURE



RYAN FERDINAND
GCA
CABOOLTURE



ARCHIE RUSHTON
MAINTENANCE
TUMUT



ASHLEIGH RADFORD
PAL
YARRAM



BASIL SUNIL
DRY MILL
COLAC



CHANTELLE JACKSON
DMY
YARRAM



CHRIS BUCKLEY
GCA
CABOOLTURE



FRANK SMITH
PLANER MILL
TUMUT



JACK TOOSE
ELECTRICAL
COLAC



JACKSON PARRY
DCA
CABOOLTURE



JAKE PLAYER
DCA
CABOOLTURE



JAKEB NARAYAN
DCA
CABOOLTURE



KELLY MCVILLY
GREEN MILL
IRREWARRA



MD HASAN AL-MUAMUN
GREEN MILL
COLAC



MARK PARLER
DRY MILL
COLAC



MATT EGAN
TRUCK DRIVER
COLAC



MICHAEL DENT
FORESTRY
COLAC



RYAN MANNING
H2F
CABOOLTURE



SATUALA VITALE
DCA
CABOOLTURE



TIANNA WINTLE
GREEN MILL
IRREWARRA



TOM GIBSON
DCA
CABOOLTURE

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Jeffrey Bott	35	H2F	CAB
Carlo Pianelli	25	DMT	TUM
Timothy Forrest	25	KLN	TUM
Robert Lewandowski	15	RAM	YAR
Shane Gilbert	15	GMT	TUM
Brett Pearce	10	LOG	COL
James Allen	10	GMV	YAR
Rachelle Neale	10	ADM	COL
Troy Garlick	10	KIL	COL
Belinda Baird	5	PAL	YAR
Christian Gibbs	5	DCA	CAB
David Barry	5	IRD	IRRE
Kieran Nicholls	5	R/M	COL
Kye Johnstone	5	DMA	COL
Nathan Percy	5	DMD	COL

Welcome to
the **TEAM**

BABIES EDITION



Indika Rajapaksha and
wife Niluka, from Colac,
welcomed to their family

*Amelia
Rajapaksha*

Born on
30th November 2021

Lets Get Social!

Follow **AKDSoftwoods**



CONSIDERING A CHANGE?

**CABOOLTURE • COLAC • IRREWARRA • PORTLAND
TUMUT • TRARALGON • OBERON • YARRAM**

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

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

Whether a move interests you for family reasons, to expand your experiences or career or simply to move to a different climate then please reach out to discuss opportunities available and what relocation support may be available.

Contact Michael Swanson our Recruitment Manager
on **0418 387 661** or **recruitment@akd.com.au**



The Wrap-Up

So 2021 is now done! This is the last Splinter for the year and follows edition 41 with that beautiful photo of Matt Taylor as our front cover. I feel guilty that we had to replace that front cover so quickly with this Splinter edition! But to be honest, I actually really like Matt's front cover for so many reasons, and they all centre on Matt's approach. I hope you got the opportunity to see his video posted on social media. It is a sobering message and one that I am grateful that Matt shared.

As we count the days down to the end of the year, two words spring to mind: **Gratitude** and **Empathy**. Not your normal words to associate with this time of the year but two words that I think have absolute relevance for this time of the year.

I am **Grateful** for what I have and that is my focus, not on what I do not have. I am grateful for my health, my partner Keri's health and our kids health. I am grateful to live in the community that I do with the friends we have. I am grateful for the opportunity to work at AKD and work with the amazing people up and down the country. I am grateful (as is my family) that my culinary skills have evolved, beyond snags on the barbie, to slow cooking brisket and short ribs. And finally, I am grateful that I will be having some relaxing time this Xmas with the people that I love and care for. I am grateful for the simple things in life.

Right now it would be easy to be annoyed and pissed off about what we don't have. We can't go back to NZ, we can't see our wider whanau, friends and family back home. This week we had to watch a family members funeral online... that was tough!! But that's not going to contaminate my thoughts. At this time of the year I am going to focus on what I have and what I am grateful for.

My other word is **Empathy**, now, this is a really interesting word as it is not sympathy. Empathy is the ability to "understand or experience the feelings of another." So empathy is really the ability to consider or be considerate of another person and how they are feeling, to focus on their perspective not your own. So in this busy world, how often are we so busy we have no time for others, we have limited time for family and not enough time for friends and no interest for neighbours and really zero interest in strangers, in other words, no time for them or their feelings: ie. no empathy.

At times I am so busy I cannot see beyond my own needs, Keri tells me off for being self centered at times and I try to justify it by being so busy (which is just a BS excuse)! I had a boss tell me 20 years ago, being busy is no excuse for being a "wanker".

(I actually think he used a tougher description!!) So right now you might be nodding your head, going yep Shane the CEO is an A..... But I want you to stop and think about yourself, right now.

This summer break... stop, slow down and consider others. Think about the feeling you get when you consider others, when you do a good deed. Take the time to truly listen, let that person in at the traffic intersection, consider other peoples needs and feelings, be prepared to listen. Take the time to reach out to someone who needs you, more than you need them... *Be empathic.*

For this end of year and for 2022 lets consider the power of gratitude and empathy. The simple joy of being grateful for what we have and being able to be there or do something positive for someone else.

This is about giving rather than taking, I think we all know the feeling of giving a Christmas present is so much more powerful than receiving. So lets enjoy that feeling 365 days of the year. Not just at Christmas.

My final message is to the "givers", who give up their Christmas break every year to make sure we can run the mills through the year. So to you guys in Maintenance, Electrical, Saw Doctors, operators and others who work through, I want to acknowledge you and our appreciation for your sacrifice and effort. It's not a great time of the year to work, but I want you to know we are grateful for your efforts. I hope you are able to get some time for you and your families.

I look forward to us all returning in the New Year refreshed and ready for our new challenges.

Take care and be safe.



Shane Vicary
CEO

