

THE SPLINTER

Lumber Legends

TUMUT SALUTE

PAGES 15-16

Kerry Bird
accepting his
55 years service
recognition.



AKD EMPLOYEE NEWSLETTER

EDITION 46

JULY - AUGUST 2022



This edition

15-16

Lumber Legends Tumut salute

18

'Wheel's for Logan' Fundraiser

20

Congratulations Darcy Osborne

21

Bridge to Brisbane

23

Australia's ultimate desert race



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

info@akd.com.au

CABOOLTURE

e: Rose.Mollenhagen@akd.com.au
p: 07 5428 9111

COLAC

e: Rachel.Dennett@akd.com.au
p: 03 5231 9100

JELFOR

e: Belinda.Clark@jelfor.com.au
p: 03 5174 5175

NSW

e: Janice.Mcdonald@akd.com.au
p: 02 6981 4022

PORTLAND PINE

e: jaimmii@portlandpine.com.au
p: 03 5527 1904

YARRAM

e: Tanya.Jones@akd.com.au
p: 03 5182 6070



AKDSOFTWOODS

www.akd.com.au

AKD FOOTY TIPPING WINNERS



COMING SOON



RESPECT@WORK

DIFFERENCES MAKE US HUMAN, **RESPECT** MAKES US A TEAM!

As part of AKD's responsibility and commitment to provide a safe and enjoyable workplace, we are rolling out a new **Respect@Work** program in **NOVEMBER**.

This is an initiative that will support expected behaviour in topics like Discrimination, Harassment and Bullying.

AKD Health and Safety



with Toni Kirkup
National Health & Safety Manager



Well, I'm not sure about everyone else, but my goodness I am looking forward to some warmer weather! This winter has felt so looong.....

We are getting close to the last few months of the year – a time that always makes me a little anxious. I say it every year, the last few months is generally where incidents and injuries spike – people start switching off. It is these last few months, that now more than ever – we need to keep switched on - thinking safety, talking safety and improving safety.

Safety isn't to protect us from something – it is to protect us for something...for our family, our hobbies, our lifestyle. We all work so hard during the year and the upcoming Christmas break is our chance to relax and enjoy a much-deserved break – so over the next few months, please stay switched on!

You would have seen the Safety Alert that came out which involved one of our team members that lost their footing and fell down a number of stairs – that resulted in 3 fractures to their leg, surgery and far too long in hospital.

The impact on them will be forever and their partner has had an extra workload put on them, having to do more of the day-to-day things that need to be done at home. This was as simple as walking down the stairs, something we do frequently – but look at what can happen and how quickly it can happen. The person injured did not wake up that morning, thinking they would have ended up in hospital that day.

Think about it like this...the safer we feel doing an activity the more we ignore the risks

We see this a lot in investigation findings – the majority of the incidents that occur are activities that are done regularly, not the 'once off' type tasks. Usually if we are doing a task we are not familiar with, we think about how we are going to do it and we remain more alert. How do we get this same type of approach to the day to day tasks?

Do we have a level of **'risk normalisation'** creeping in?

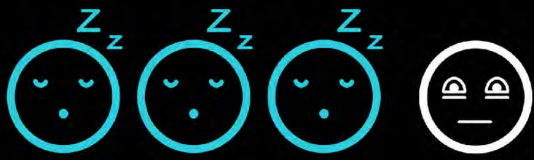
So what is Risk normalisation?

- A gradual process where hazardous practices or conditions become acceptable over time.
- Hazardous situations become the norm as nothing "bad" has ever happened before doing it this way.

Just because we have 'always done it this way', doesn't mean it's the safest way or even the most efficient way....

I encourage you all to remember your 'why' to be safe?





1 in 4 Australian primary school students
is losing sleep through worry.

65% do not seek help
of adolescents for mental illness

Wellbeing Program

This is why we took the day out on Monday 22nd August – to focus on the importance of mental health and to provide our teams with some positive mental health strategies to help our people become happier and more resilient.

The day wasn't intended to 'change the world' – from feedback I have received, some people loved it and got a lot out of it, while others maybe didn't get anything out of it – and that's ok. If we could have an impact on just one or two people – that's great and it's worth it.

We had guest speakers across each site to share their stories and their experiences or coping strategies.

A massive thank you to the guest speakers: Billy Moore (Caboolture, QLD), Alan Tongue (Tumut, NSW), Glenn Manton (Colac & Portland, VIC) and Tom Boyd (Traralgon, VIC).

In addition to the guest speakers, we also engaged **The Resilience Project** that presented across the group via a livestream video.

The Resilience Project's mission is to teach positive mental health strategies to help people become happier and more resilient - providing the teams with effective and practical ways to help us deal with stress and difficult situations.

Everyone was provided with The Resilience Project 21 day journal – we hope that team members are benefitting from implementing the GEM (gratitude, empathy and mindfulness) strategies into their everyday lives.

A lot of you know, that I have two children (both girls – 13 & 11) and as a parent, it is always something you think about... how are they coping, are they having issues and not telling me about it? Since the session, every night before the girls head off to bed, we take some time to share the 3 things that went well for us today....such an easy thing to do, and can be so beneficial.

A simple few hours spent on that Monday could potentially change someone's life for the better. Remember, if you are struggling or don't know where to get help – there is always someone that can listen or point you in the right direction.

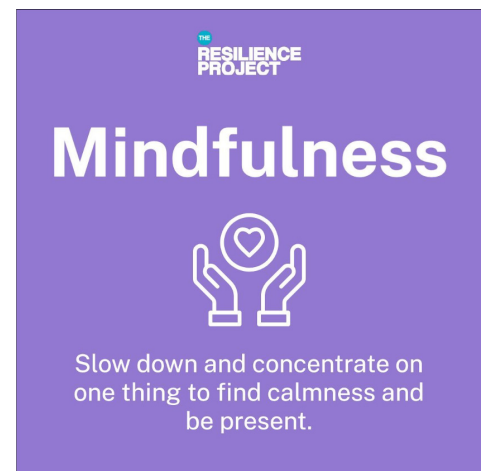
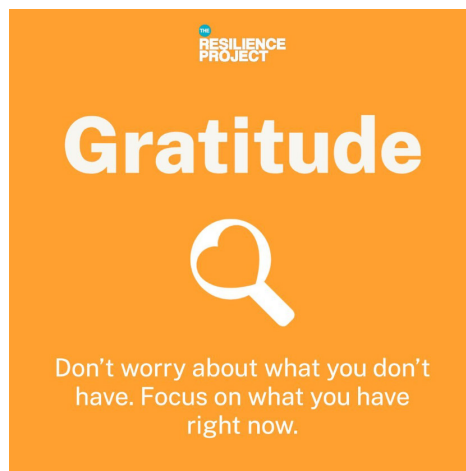
You are never alone!

with **Toni Kirkup**
National Health & Safety Manager



1 in 5
adults will experience
mental health problems
throughout a year

LIFELINE	13 11 14
BEYOND BLUE	1300 22 4636
MENSLINE AUST.	1300 78 99 78
MINDSPOT	1800 61 44 34





AROUND THE GROUNDS

SAFETY

The last couple of months have been busy times at Caboolture. We kicked off the new financial year focusing on a heightened awareness of mobile plant and people movements, as well as increasing the focus on contractor management as works continue to ramp up for the site projects. We did see some repeat incidents of hand and finger injuries which is a disappointing result, however focusing on the positives has allowed us to drill down to some root cause areas and audit not only the tasks but our PPE standards. We are also calling on all the teams and areas on site to support change in the pursuit of raising the standards. I have a simple belief that the smallest things make the biggest difference, so we need to take the time to get the little things right.

PRODUCTION

July was a challenging production month with a number of unexpected outages across the plant causing us to fall short of plan. But when the team comes together every challenge just provides an opportunity to improve so August has seen some good work by the maintenance teams resolving issues in the Dry Mill. We also introduced a 'Pit Stop' process in the Green Mill allowing better access time for maintenance and cleaning; without "counting our trees before they sprout" so far there has been a great improvement in uptime and all the crews are working super hard to turn around the results.



Machines and office area inside the new Pellet Mill shed

PROJECTS

The site projects continue to move ahead with the Pellet Mill all but completed; the finishing touches are being applied with planned start up in early September. The CDK is also progressing with some of the early stage infrastructure now in place.

FIELD TRIPS

In July Andrew Taylor and I went for a site visit to one of our customers that takes our Green Chip for the export market. It was fascinating to see the ship loading process and great to spend some time with the team at QCE.



Andrew Wilson and Andrew Taylor



Calvary College
students site
tour

At the start of August we hosted a field trip for the Calvary Christian College to support Forest Learning through the FWPA. It was great to show the next generation what timber processing is all about and what an awesome place AKD Caboolture is. It certainly opened their eyes to other career opportunities.

Andrew Wilson
Caboolture Site Manager



HEALTH AND SAFETY

Our golden rules for managing risk around mobile plant and pedestrians have got us communicating well, talking through issues and solutions as they arise. We're targeting an improved standard, and it's great to see the team leaning on each other and working closely together. When we think of workers, we should be considering every person that enters the site and their health/safety, hence we are working closely with contractors around traffic management standards and behaviours in coming months.

We have a lot of work being done each week including new/old UHF call up points installed as ground placards that reflect our street names. These call up points support every person driving mobile plant so that we can complete the one percenters to ensure call ups, responses, speed limits etc are being adhered to, and we commit to follow through all the time.

A significant improvement is evident in the way we respond to incidents or hazards. We can now see the standards of improved controls. An example of this is the edger and additional guarding installed by the teams. We also identified additional learnings on the way by slowing down and prioritising our safety. The guard is not pretty or polished, but it is effective, and the team will double back to replace it.

As we step out of winter and into the warmer



months, we will be focusing on emergency preparedness, including evacuation drills, emergency equipment (eye wash stations etc.), emergency management plans, wardens, fire extinguisher use and training. It's no use having a plan if we don't practice it – including first aid!

As we raise the safety bar across the site and look at people and things that are being done better, we need to reflect on the work we are doing and have accomplished. It's great to be part of a site and team that wants to achieve more and be better than we were yesterday!

Until next time, share what you know, keep communicating well, let our behaviours shine and Think, Work and BE Safe.

Greg Levinge
Caboolture Safety Manager



COLAC-IRRE

AROUND THE GROUNDS COLAC

The Colac site has had a challenging and busy couple of months. Again, our site has been hit hard by Covid and other illnesses which has often reduced our employee numbers on a shift-by-shift basis. I'd like to take the time to thank our employees for their efforts and commitment during these trying times and reiterate the message to stay safe at work and at home. Developing our people continues to be key with plenty of new staff joining the AKD team during the period – thanks again to the recruitment team who have done a great job finding us talented individuals to don the orange and black.

July saw the implementation of the Green Mill Edger Outfeed project. The project involved placing a new finger picker box off the back of the Edger and a new Chipper and waste system. Whilst the project was slightly delayed, it was implemented safely, and we have seen much improved performance in this area of the mill.

We continue to work on various other projects with the Green Mill lug loader and Drymill project being the key projects that the team are focused on.

During the period a review of the Colac Engineered Wood Products line (EWP) resulted in the decision to shut down this section of the Colac business. The upgrade required for the scanners was economically unsustainable, given the imminent Dry Mill upgrade project.

The decision to shut down EWP was not an easy one

to make for AKD, with this section of business serving the company well over many years. I'd like to take this opportunity to thank all those who have helped make this section of the Colac business a safe and productive success over the years.

In line with AKD's Company Purpose, we continue to strive to create opportunities for our people, and as such, the EWP staff who are affected by this decision have been successfully redeployed into other sections of the AKD business.

Hamish Little

Acting Colac Site Manager/ GM - Forestry



IRREWARRA

The Irrewarra site has continued to perform strongly over the past couple of months.

Our people are an absolute critical part of our operations here at Irrewarra with the mill and handling gear being critically influenced by employee decision making. This is a credit to all of the team from the experienced operators to the trainees learning their new roles. Training and staff rotation remains a big focus and critical to a happy and healthy workplace.

Safety as always remains at the forefront of our minds with a great completion rate of our SLAM and JSEA process. Our employees continue to look for new ways to tackle upset conditions in an effort to complete tasks Safely.

The crew are also working hard to improve and maintain our Housekeeping standard on site. The old Dehumidifier kilns have become a focus over the



WARRA

last couple of months, identifying what is of use and what is obsolete. Cataloging the required gear and disposing of the rest.



Uptime in the mill is trending in a positive direction which is having a great effect on efficiencies, throughput and, most importantly, moral at the Irrewarra site.

The past couple of months have been particularly tough with the high number of Covid and flu related illnesses going around. The team has banded together

very well to help take up the slack with high numbers of employees not being able to attend work. This is a credit to all involved and shows that the Culture at Irrewarra is exceptional.

During the last couple of months we gained 3 employees from the EWP plant in Colac to our operations team. Whilst it is unfortunate that this part of the business ceased operation it has given us a great opportunity to welcome 3 fresh faces into the Irrewarra team.

The team enjoyed a Pizza lunch to help welcome these employees to Irrewarra. We also had Hamish pop in for a bite of Pizza and a chat to the crew which was greatly appreciated.

Steve Baudinette
Irrewarra Site Manager



HEALTH AND SAFETY

Coming into the business and I have hit the ground running, from major projects to some serious incidents occurring. But one thing I have noticed is how many other new employees there are who have joined the business in the past 12 months.

The Colac Drymill is a good example of working in an area where we are surrounded by different hazards and risks during normal operations.

External areas can pose just as much risk as inside the mills. The Heat Plant 2 Shavings Conveyor was the source of a serious incident during August.

Whilst we all become familiar with our new workplaces, we are sometimes not aware of all the hazards and risks that are surrounding us.

As we grow into our roles, we still need to be aware that we are still gaining experience and need to

communicate with each other if we are unsure of tasks, isolation process, equipment, tools, mobile plant and even ideas to make a work area safer.

Remember to TAKE 2 and always ask questions if you are not comfortable with something. The Managers, Supervisors, and Team Leaders that I have interacted with so far are a depth of knowledge, experience and are always willing to help in any way possible.

So, when you see me around the site come and say hi - I am always happy to have a chat and answer any questions that you may have.

I am really looking forward to meeting more of the team and help AKD become an even safer place to work.

Cameron Grant
Colac/Irrewarra Safety Manager





TUMUT-GILMORE

AROUND THE GROUNDS

SAFETY

The site has been focusing over the last few months chemical awareness and critical risks. We continue to raise awareness in these areas and challenge all of us to raise hazards. Pleasing to see everyone supporting each other through challenging cold weather and people being off ill.

Over the last 8 weeks we have had Students from Tumut, and Tumbarumba high schools doing work placement, the feedback the site has received that the students have found the site to have an extremely high standard of safety.

The feedback from both Students and the high schools reinforces the active way in which AKD strive to provide a safe working environment for both employees and visitors.

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

PROJECTS / MAINTENANCE

A sad farewell BBQ was held for Robert Sturt who after 41 years in the maintenance department is beginning his retirement with partner Sharon.

Robert carried many roles and played an important part in the operation and process improvements as a technical co-ordinator of the green mill, debarker maintenance as well as his great input to the learnings of our apprentices, we wish Robert a healthy retirement.



Roberts Fairwell BBQ



Apprentice Jimmy Booby (above) and Brody Hillier both doing TAFE work in the Maintenance Workshop

The maintenance team welcomed back Mitchell Greenhalgh to the team, with Mitchell taking over from Robert looking after debarker and overseer of the apprentices and workshop projects.

PRODUCTION

Another pleasing period for Tumut with the site continuing to run well and processing additional volume where available. The external product coming from Oberon, Colac and other sources is really propping up production across the site.

The continual focus for the site is to get the basics right, conversion, grade, downtime recording and obviously safety performance.

Special mention to the Gilmore crew who continue to run extremely well. The site is only running sleepers on 3 days due to the landscape market being slow from weather. They fillet out green stock the remaining production for the week which is really supporting the drymill with additional volume. Thanks very much for your continual flexibility and safety performance.

Rab Green

Tumut Site Manager



MORE

Birthday Girl

Congratulations to Vicki Keogh who celebrated her 60th Birthday on 22 July.

Maxine baked a beautiful cake and decorated it for the occasion.

Happy Birthday Vicki!



HEALTH AND SAFETY

Not only do we continually improve on our safety throughout our internal initiatives that are deployed, but we can and should take learnings from outside or external influences as well....let me share an example.

Previously at one of Tumut's local fabricating companies (which we also use on site when needed), one of their young apprentices was using an angle grinder when the jumper he was wearing caught fire from the sparks, subsequently he sustained burns to his upper body and had to be flown out of Tumut by helicopter.

The jumper was company issue, hi-vis, company logo, a schmick looking jumper - but was it fit for purpose? Having said that, there is more to it than just his jumper catching fire, he potentially had been using paint thinners prior to using the grinder. Anyway my point is, bad news travels fast in a small community and after hearing of an incident like this you start to question what controls they had in place for such an incident. So then we take a look in our own backyards, our workshops and the controls we have in place to prevent something like this from happening in the first instance, however if all the holes in the cheese line up and something like this happens, what are our mitigating (after the fact) controls?

So, from someone else's misfortune we have installed in both our workshops an emergency deluge shower, as we all know on the hierarchy of controls PPE is the lowest form of control. Internally from our monthly safety focus on chemicals we identified the need for additional deluge showers.

The above is definitely an opportunity for everyone to check their areas – can they be improved? Can you prevent a similar event from happening to you or to someone else in your area?

Rodney Sutton

EHSR Advisor - Tumut





YARRAM

AROUND THE GROUNDS

JULY SHUT

Here at Yarram we had had our annual shut in July this year and once again our maintenance team have done themselves proud. Some stats:

- Zero harm.
- 140 Job Safety Analysis sheets completed.
- 114 planned jobs completed.

While every job was extremely important, I wanted to touch on a couple of our larger items that will really help the Yarram site moving forward.

New chipping heads went into the Hewsaw. The old units were at the end of life but rather than replace like for like, our team took the opportunity to upgrade these to improve our process. The new heads have replaceable wear parts that will increase longevity as well as a change in design that has already shown an improvement in wood chip sizing and quality for our customers.

The other major repairs that were completed occurred in the burner system for our kilns. Effectively the domed floor within the burner was completely worn out as was the metering auger that fed sawdust into the burner. We also completed some ductwork insulation from the burner to the boiler. Combined these jobs have shown substantial improvements in the burner efficiency and reductions in heat loss to our boiler.

During this shut we also made significant inroads in our safety guarding/fencing plans with some significant improvements seen in our logyard. We have along way to go at Yarram but a fantastic step forward.

AUGUST CHALLENGES

While we have seen Covid cases here and there on our site we unfortunately saw an unprecedented outbreak in August. For a few days within the month, we saw over 40% of our site missing. While we had large numbers of staff affected, thankfully everyone has recovered and has been able to return to work. For the unaffected staff, what an exceptional effort to keep most our plant operational and safe over this period. At times, during the worst of it, we saw staff working in other areas, other shifts, and working over multiple departments just to keep our site going.



NEW PROJECT!

I wanted to wish our Projects Supervisor Bill Wilson and partner/fiancé Liz congratulations on the birth of a healthy baby boy Ollie.

Bill and Liz who are such awesome people as individuals, are going to make a fantastic parenting team and certainly give Ollie a great start at life.

RED CROSS CATERING

On Friday 26th August the Yarram site celebrated service recognitions for Jodi Brain 15yrs & Jason Dobson 5yrs. To celebrate lunch was catered for by the local Yarram / Tarra Red Cross Catering Unit.

The local Red Cross Unit cooked up a beautiful array of various dishes for all to enjoy, with all profits from the catering unit being donated to various local charities and community organisations.

Red Cross Catering is a group of lovely ladies that volunteer their time for the Red Cross to create beautiful food for any and all occasions to raise money.



Glen Davis
Yarram Site Manager



HEALTH AND SAFETY

The other day my wife was telling me that her workplace has changed their risk profile. Earlier on it looked at pandemics and rated them as impossible....well Covid fixed that...isn't it interesting, lots of times we experience something and it changes our whole outlook on life.

Unfortunately, when that experience is related to our own personal safety it can be life changing in many ways. So let's always consider what we do – start by thinking what can go wrong and introduce planning to reduce the chances of it happening – yep things aren't or shouldn't be considered impossible.

So, what have we been doing at Yarram? We started a campaign to review our warm-up program. Our onsite physiotherapist visited early mornings and worked through our warm-ups with each team and then reviewed with some individual workers as well. It was enjoyed by all involved.

Another training event we completed was refreshing training with our First Aid Teams, which included Low Voltage Training and CPR updates. We have had our First Aid Training provided by Shaun and Ilana for a number of years now, so it was good to catch up after time off for the pandemic.

With that all done, we finally ran into our own site's Covid pandemic which ended up with us with low numbers of staff left to run the sawmill. Now it is over, it is great to consider that the small



group left standing worked really well as a team. From the Site Manager to the teams manning and processing timber working in different areas, doing different tasks and operating different processes uncommon to the 'normal' tasks (in fact, I think I saw the Mill Manager and Project Supervisor manning the sawroom at one stage)!

It is interesting through shared planning and considering the impossible to be probable, we got through with no injuries or incidents - well done all.

Graham Clarke
EHRS Advisor - Yarram





POST AND POLE

AROUND THE GROUNDS

WESTERN AUSTRALIA POSTS SALES

During the hot dry summer of 2021/2022 Western Australia experienced catastrophic bushfires that caused significant stock, property and infrastructure loss throughout the south of the state.

As part of the devastation the largest roundwood operation and treatment plant in Bridgetown, Western Australia was very badly damaged which left the agriculture sector void of local supply of treated pine fence posts and poles to rebuild after the devastation. It also left already planned projects such as Avocado and Kiwi fruit farm developments with no prospects of supply in time to meet the programmed crop establishment.... enter Portland Pine Products and Jelfor Timbers.

Working with one of our national rural supply partners Nutrien Ag Solutions / CRT, the team at Portland Pine and Jelfor Timbers were able to consult with local merchandise stores in the effected regions and supply treated pine post from our operations, assisting with critical products for the rural communities to start the exhaustive rebuild and keep the major planting projects on track.

From the Post and Pole perspective one of the key components to making this supply deal work was convincing the customer to use a product that they don't traditionally use. Western Australia uses a peeled post exclusively and the Post and Poles business could not supply the scale of the WA requirement with peeled product without letting down our traditional local customers through our busy Winter period. Fortunately, due to the retraction in the vineyard industry brought on by China's recent trade embargo



Cambio Posts



Peeled Posts

on wine, the Sites had a build-up of a product called Cambio, which is a debarked and treated product that is used where strength is the predominant quality required and looks are a secondary requirement. Once this variation was agreed the door was open for the Post and Pole business to accept the large order.

One order in particular for a volume of 2,300 cubic meters has been the highlight of the supply to Western Australia. The inquiry first came to our attention in early March this year, and after considerable consultation with our customer CRT Busselton Ag Services, Portland Pine and Jelfor Timbers were able to secure the final order after two months of working with key stakeholders in the supply chain including project managers to promote the benefits of timber posts. This was particularly satisfying for the team as quotes from other roundwood suppliers and steel posts proved strong competition however our advice and ability to supply the volume in the required timeline secured the order for the Kiwi fruit development at Wilgarrup in



Product in use at the Kiwi fruit development in Wilgarrup

POLES

If you haven't
already, make
sure to follow us!



the states south.

Supply started to flow in March this year and has continues since with both Portland Pine and Jelfor Timbers having helped to supply orders. As this article is being written approximately 50% of the orders have been shipped with orders still coming through even though the Treatment plant in WA is up and running again.

The quality and reliability of supply delivered by Jelfor and Portland Pine team has resulted in further quotes for projects in 2023 through our distribution partners in Western Australia and we will continue to evaluate any opportunities to supply stock to new projects and the rebuild after the fires.

Finally, the post and Pole business needs to acknowledge the huge effort that has gone into creating the products and despatching it from Site. With the arrival times being harder to predict in long-haul freight this supply would not have been possible without the flexibility displayed by our dispatch personnel.

As a footnote, off the back of the of us proving that we manage complicated long distance sales we have just received an order for a load to Mareeba in far North Queensland, the guys are queuing up for that customer visit I can assure you.

WEDDING BELLS ARE RINGING

On the 30th of July 2022, Portland Pine employee Matthew May popped the question to his partner Tori!

Matt and Tori first met around 3 years ago by chance encounter through family and friends. Since meeting they have welcomed their son Payton to the world, who is now almost 2 years old.

Matt, Tori and Payton enjoy taking their kelpie (Hazel) out on walks and to play fetch – she's mad about the ball.

In addition to their engagement, Matt and Tori have recently singed a contract to have a new family home built in Heywood which should commence in the coming weeks.

From everyone at Portland Pine, we would like to wish Matt and Tori congratulations on their engagement.

John Browne
GM – Post and Poles



Matthew with fiancée Tori and son Payton

Our Tumut site honoured employees at their 'AKD Lumber Legends' dinner held at Tumut Golf Club on Friday 15th July, 2022. Due to the Covid-19 pandemic, these awards have been delayed for three years.

'AKD Lumber Legends' was created as a way to recognise employees with more than 20 years continuous service. Lumber Legends is about celebrating long term employees for their loyalty, commitment, and service.

Shane Vicary welcomed everyone and presented the awards, with the help of Tumut's site manager Warren "Rab" Green. Comedian Mick Meredith and local musician Andrew Wortes provided the entertainment.

Prominent among the Lumber Legends was Kerry Bird, who recently retired after an amazing 56 years. Kerry received a standing ovation from everyone present when he was awarded his certificate and plaque.

"I really like it (working here), but night shift was getting a bit hard," he said. "I lost my wife and made a decision to retire."

He started at the mill as a teenager on January 19, 1966. "PGH owned the building then," he said.

"Things have changed a lot since 1966. It used to be very hands-on; now everything is computerised.

He was delighted with the night and the recognition he received. "It was really great; I was really surprised," he said.

"I was the last one to receive an award, but I didn't

mind that. They all stood up and gave me a handclap. I thought I was a pop star for a minute."

Mr Vicary read out some of Mr Bird's history at the mill. "Kerry commenced with the company at the Gilmore site on a one-month trial," he said.

"He was in the furniture section where he was making components for furniture for approximately three years. From there Kerry went to the gang saw. Some of the jobs Kerry did were stacking timber, grading tongue and groove flooring board and grading and stacking quad. He also worked on the wide planer for a while.

"Kerry was in the planer mill for around 20 years before he went into quality control, working beside Jim Seymour, Dave Polsen and Archie Davis. He did this for around eight months then sorting for approximately three years.

"Still at Gilmore, Kerry then went to the old debarker. A new debarker was then built and he was there for around two years. ACI closed and Kerry came into the Tumut sawmill to the debarker.

"Outside of work, Kerry was married to Jenny for 50 years before Jenny passed away in February 2021. He is a father and grandfather.

"Kerry was a very dedicated and conscientious worker, and we wish him all the very best in his retirement."

A great night was had by everyone in attendance, it was the talk of the mill for a couple of weeks after!! We can't wait for the next one.



Tumut salute



Tumut Lumber Legends

~ 56 YEARS ~
Kerry Bird

~ 45 YEARS ~
Paul Dow

~ 43 YEARS ~
Janice McDonald
and Tony McGrath

~ 42 YEARS ~
Scott Gorman and John Lanyon

~ 41 YEARS ~
Robert Sturt

~ 40 YEARS ~
Leonard Field

~ 38 YEARS ~
John Robinson
and Bill Stuckey

~ 36 YEARS ~
Mark Douglas

~ 35 YEARS ~
Rodney Harris

~ 33 YEARS ~
Greg Musson, Dave Shedden
and Shane Stevens

~ 31 YEARS ~
Steven Kell and
Kelvin Matchowitz

~ 30 YEARS ~
Jon Baker and
James Gorman

~ 28 YEARS ~
Vicki Keogh and
Debbie Maher

~ 27 YEARS ~
Kath Gorman

~ 25 YEARS ~
Tim Forrest, Joe Hardwick,
Scott McVean, Matt Taylor
and Sharon Musson

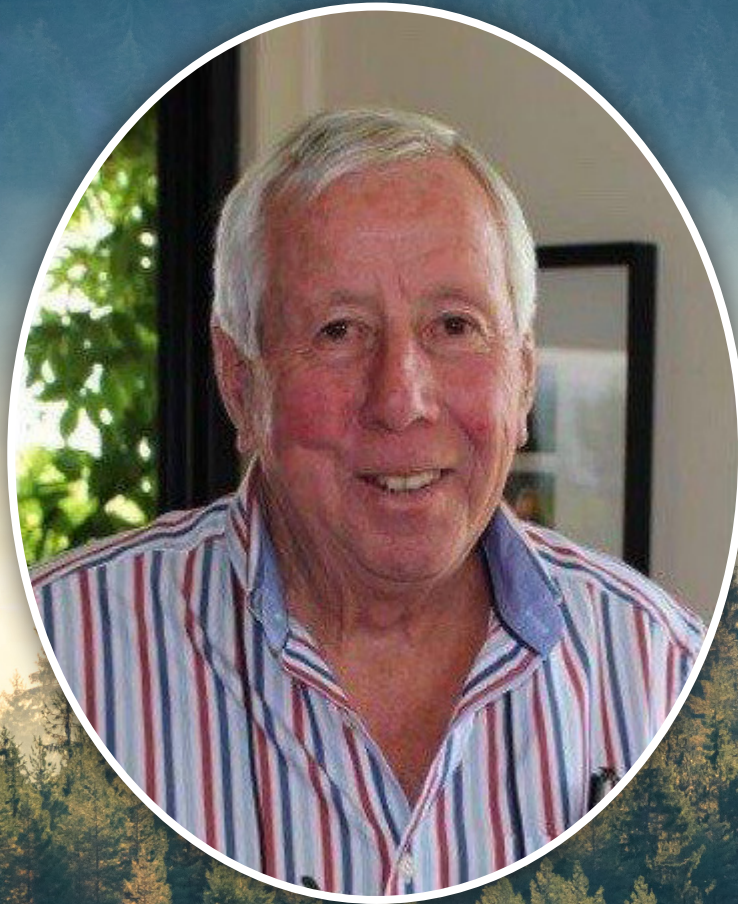
~ 23 YEARS ~
Ian Blundell and
Steve Thomas

~ 22 YEARS ~
David Dean, Jason French
and Horatio French

~ 21 YEARS ~
Ben Abarca

~ 20 YEARS ~
Adam Grayland

In Loving Memory



Vale Patrick James Shelton

17 March 1941 ~ 27 July 2022

Pat Shelton passed away peacefully on 27 July 2022 aged 81. He is survived by his daughter Jane and son David and their families.

Pat was Founder and Managing Director of Shelton Timber Treatment Co. until his retirement in 2017. Whilst this officially ended his 50 year career in the timber industry Pat always remained interested in the business, visiting the site on many occasions.

Pat approached life in a carefree manner and was known to say "We are here for a good time not a long time". He established relationships easily with people regardless of title or position. This ability helped his success in business.

When AKD were considering building their own treatment plant Shelton Timber started treating timber for them. Rather than have two treatment plants in one town they formed a partnership. This joint venture partnership continued for over 35 years when just last year

AKD sold its 50% share to Shelton Timbers. The relationship however continues with AKD being a major supplier to Shelton Timbers.

Pat was an early innovator, not afraid to try something new; from building his own treatment plant, being the first operator to use a mobile post peeling machine in the pine plantations in South Australia, to importing a post rounding machine into Australia from Germany. If Pat couldn't find a machine to do what he wanted he would turn his hand to building it. Not everything worked but as he said "Everyone makes mistakes, that's why they have rubbers on the end of pencils".

This attitude is a timely reminder in our current environment something we can all benefit from.

Pat you will be missed, but your wisdom will live on. Thank you for the contribution you have made to the Australian timber industry.

'Wheel's for Logan' Fundraiser

with Charles Hennessy
Dispatch and Logistic Manager



Over the last couple of months, we were able to successfully meet and succeed in the fundraising target for Logan and the Dunlop family to buy a Van that can be converted into a wheelchair-accessible car.

Jason, Pam and Logan Dunlop have been a part of our orange family for nearly 20 years so it comes second nature to support them in any way we can.

Logan, their son, is a cheeky and loving 3-year-old who has a rare condition, *Agenesis of the Corpus Callosum (ACC)*, which means he has many complex needs, and ongoing health issues which require medical support from doctors and specialists. The condition means Logan is non-verbal, experiences mild hearing loss, vision issues, and epilepsy and will face surgeries throughout his life.

As Logan gets older and with ongoing surgeries, it has become harder for the family to transport him safely. NDIS will fund any modifications to a Kia Carnival but the Dunlop's need to purchase the car themselves.

When we heard Jason was raising funds to buy a car that could be converted into a wheelchair accessible car, the Colac Dispatch team wanted to get behind the campaign.

We were able to reach out into the Colac community for their assistance. Rotary Club Colac West held a number of BBQs at Bunnings and organised a Charity Auction and Raffle Night.

The fundraising event raised over \$11,000 through raffle tickets and auctioned items. The night was topped off with Shane



The Dunlop's and their new wheels.



Logan helped pick out the raffle winners at the Charity Auction and Raffle Night

Vicary announcing that AKD were donating \$20,000 which saw Jason in tears for the remainder of the night. Thank you AKD!

A big thanks go to Brooke McEwan and Rachel Dennett who helped organise the event, all the people/companies for their auction and raffle items, the Colac Golf Club who donated the venue and staff and the Rotary Club Colac West who manned the kitchen.

I would also like to thank our 3PL carriers, Wettenhalls, South East Freighters, Spencer Transport, McFreight and Neals for their generous donations.

Jason, Pam and Logan got to pick their car from Bloods Toyota and Pam stated "the fundraiser was amazing, I am still in a state of shock. Having this car means we can take him out and about, he can enjoy community events more, it's just going to change our whole life."

Gender Diversity @ AKD workshop

with
Christine Briggs
National Marketing
Manager



In mid-August, a group of AKD women met face-to-face for the first time in Melbourne, after several months of online meetings. The cohort represented various AKD sites and came from all different functions and roles across the business.

The gathering kicked off with a welcome from Shane who joined the group for dinner and included guest speaker, Colleen May, owner and principal of May Constructions.

Colleen was inspiring with her varied background, an unconventional "career" and managing to combine work, community and industry service and her very full family life over the years.

She chairs the HIA Building Woman initiative and also is the Chair of the Victorian Homeless Fund whose mission is to harness industry collaboration to build and donate houses to relieve homelessness, particularly for women and children victims of domestic violence.

The workshop day itself was non-stop with the group getting to know each other better whilst also defining the purpose and role of the voluntary cohort.

OUR PURPOSE IS TO CREATE AND INFLUENCE GENDER DIVERSITY FOR AKD BY BEING ADVOCATES, SUPPORTERS AND CHALLENGERS.

Supporting Pillars to our Action Plan will be to Enable, Empower, Encourage and Educate.

Next Steps – A Way Forward

This initiative at AKD is an important one in terms of our growth and sustainability as a business. Being a champion for this initiative in our company and our industry doesn't require you to be a female and in fact, we need change and challenge to come from everyone in the AKD team.

So, keep an eye out for some future communications about how you may be able to get involved in improving gender diversity and inclusion in AKD.



Pictured (L to R): Back row – Alyson Forsythe (Tumut), Nannette Sharp (Irrewarra), Jo Foster (Colac), Brooke McEwan (Colac), Rose Mollenhagen (Caboolture). Middle row – Gen Ryan (Caboolture), Tanya Jones (Yarram), Tara Anderson (Portland Pine), Melissa Garner (Colac), Toni Kirkup (Colac). Front row – Christine Briggs (Tuggerah), Lisa Howard (Colac), Louise Haluska (Portland Pine).

Congratulations Darcy Osborne!

with Gen Ryan
Talent Development
Manager



Timber Queensland has announced the recipients of its Growth Scholarship Awards Program for 2022-23. Strategic relations manager Clarissa Brandt said the inaugural program invited early and mid-career professionals and skilled workers to submit details of a proposed learning project that would enhance their career and benefit local industry. There were four awards in the program.

Long-term AKD employee Darcy Osborne has been working in Operations roles throughout his career at both AKD Colac and Caboolture and was the successful recipient of DTM's Timber Award. Through the award, it will contribute to Darcy's education.

"Recently with the support of AKD and my manager, I've started to move my interest into human resources, recruitment and training," said Darcy. Before working as a Dry Mill Supervisor in Caboolture, Darcy began his career in the Colac Dry Mill.

"I was surprised but very happy to be awarded the scholarship," claims Darcy. "It now helps fast track what I aimed to do this year."

AKD also sponsored one of the awards and recipient Dr Chandan Kumar will be seconded at HQPlantations' Toolara forest to work with researchers from HQPlantations and the University of the Sunshine Coast. "My learning project will allow me to work with industry professionals and learn more about forest management and silvicultural operations of pine plantations in-situ with an aim to improve the quality and value of wood that we can get from these resources," said Dr Kumar.

"My goal is to become a world-renowned scientist and a leader and expert through my industry-relevant research, publications, skills and collaboration. I would like to provide innovative and sustainable solutions to timber users, growers, and processors to promote the use of timber, optimise processing and the growing of timber to maximise profit and environmental benefits." We look forward to supporting Chandan as he progresses his research.

Other winners included Adam Faircloth who's project will lead and drive a Vibroacoustic Study Tour and Brendan Foster who's initiative will be refocusing the future of Queensland's forests.

The first of its kind, Timber Queensland has made the commitment to funding these scholarships annually, partnering with their four industry partners, which includes AKD. These awards are intended to provide a broad range of learning experiences and we will be emphasising this flexibility to future applicants. On behalf of Timber Queensland, Clarissa explained, "We are pleased to be investing in the future of our industry by promoting learning experiences and promoting the development of passionate people committed to the forest and timber industry in Queensland."



Agriculture & Fisheries Minister Mark Furner (middle) with award winners Dr Chandan Kumar (left) and Darcy Osborne (right).

THE TEAM BEFORE THE RUN!
Left to Right: Ash Koul, Brett and Tess Lawson with daughters Chloe and Gracie, Rose Mollenhagen, Greg Levinge, Chris Luscombe, Keith Lemos, Andrew Taylor, Dennis Gould and wife Tuula.



BRIDGE TO BRISBANE

28th August 2022 dawned bright and sunny for the annual Bridge to Brisbane fun run. The first challenge of the day was getting to the starting line, as all the northern train lines were closed by Queensland Rail for major maintenance. For most, this meant parking at Chermside and taking the 45-minute shuttle to the starting line, with up to an hour of travel to get to Chermside for some.

The day started earlier for Caboolture's Health and Safety Manager, Greg Levinge, who went for the day's big win, starting with the 10km run at 6:50am before making his way back to the starting line for the 4.5km run at 10am. By the end of the day, he had run or walked over 19km!

All others on Team AKD started with the 4.5km run (or walk) at 10am. Eight AKD employees participated, and four extra family members joined in. Most

walked the 4.5km, with Andrew Taylor and Greg Levinge competing for the AKD Runner's first place. Andrew pipped Greg at the post to take first place in the 4.5km, despite having exacerbated a pre-existing calf injury.

There were entertainment stages/marqueses placed along the route, and all would probably agree that the stand-out act was the Queensland Opera performers placed in the underpass at the Breakfast Creek Hotel.

There were four singers and a pianist, and it was just like standing in (or walking through) the Opera House!

All participants were very proud of their achievements, and were awarded medals at the finishing line. We are already talking about next year, and trying to round up a larger crew to take part!



THE DAY AFTER AT SITE, WITH OUR MEDALS! Left to Right: Dennis, Chris, Keith, Rose, Greg, Andrew, Brett and Ash.



Plantation Health Training

In August the AKD Forestry team had a training day with David Smith, Forest Pathologist/ Entomologist from Arbor Carbon to gain a better understanding of the pests and pathogens that affect pine plantations and their methods of surveillance and control.

Part of the day was spent in the office learning about the pests and pathogens, their life cycles and how they affect the productivity of pine plantations. We also discussed these issues in relation to the AKD plantation estate by looking at the findings of the 2022 Forest Health Monitoring and Surveillance Report provided by David. The second part of the day was a field trip to our Hexham plantation to visually identify pests and pathogens and to talk about prevention and control.

The main insect pests and pathogens that affect pine plantations include: Sirex Wasp (*Sirex noctilio*), Monterey Pine Aphid (*Essigella californica*), Five Spined Bark Beetle (*Ips grandicollis*), Dothistroma Needle Blight (*Dothistroma septospora*), Needle Cast (*Cyclaneusma minus*) and Diplodia Canker (*Diplodia pinea*). We also learnt more about the new threat to pine plantations called the Giant Pine Scale (*Marachalina hellenica*) that was brought to Australia in 2014.



The day was very informative for the forestry team to help gain a better understanding of what to look for when out and about in the plantations and how to respond when something is identified. The report also provided us with recommendations for selected plantations where further surveillance and management is required to continue to maintain the AKD plantation estate in good health for the future.

Belinda Gardiner
Forester



Australia's ultimate desert race

with Cameron Percy
Colac's Further Processing Manager



On the Queen's Birthday long weekend in June, the Nicol Offroad crew joined over 600 competitors racing over a 460km course in the annual Tatts Finke Desert Race... Australia's ultimate desert race.

The "Finke" as it is known, is an off road, multi terrain two-day race for bikes, cars and buggies through desert country from Alice Springs to the small Aputula (Finke) community. The race started in 1976 as a "there and back" challenge for a group of local motorbike riders to race from Alice Springs to the Finke River and return. After the success of this initial ride, the Finke Desert Race was born, and it has been held annually ever since.

It is one of the biggest annual sporting events in the Northern Territory and has the reputation of being one of the most difficult off-road courses in one of the most remote places in the world. More than 12,000 people camped beside the racetrack, sleeping under the stars in their tents and swags getting amongst the action.

It started as a hobby, building and driving buggies on the sand at Swan Lake for the last 6 years. A friend of mine had a buggy and invited me over one weekend to check it out and what I saw was a great place full of great likeminded people and a family friendly environment.

It was at the dunes where I first went for a drive in the Nicol Offroad trophy truck and found myself helping in the pits, fixing and checking the truck before the race. Not long after that I landed my first race as the navigator which I have now been for 3 years.

We started planning for this trip in 2020. We then signed up to race Finke in 2021 we had the truck prepped with a brand-new motor and hours of work went into getting it ready. Only days before we were to hit the road Covid shut the borders to VIC and just like that we were out of the race for 2021.

From left to right – son Lincoln, wife Lisa, Justin Scherger, son Ryder and Cameron



Cameron and Damien Nicol

The rules then changed for the event and for us to be able to race we had to enter the St George Queensland race in March. This allowed us to be able to compete in the Finke desert race in 2022.

We went to Alice Springs with an open mind to do the best we can. The track is 230km each way we spent the night in Finke and early next morning, just on sunrise, we raced the 230km back to Alice. We finished 15th outright out of 156 cars. We were very happy with these results.

For many off-road racers "Finke" is a bucket list item as it is unique and the most fun you can have with a helmet on!

My wife Lisa, our kids Lincoln and Ryder and I decided to add on a holiday to the end of the event. After leaving Alice we drove the West MacDonnell rangers around the Mereenie Loop Tourist Drive stopping and taking in all the view of Simpson Gap, Ellery Creek Big Hole, Serpentine Gorge, Ormiston Gorge, Kings Canyon and Palm Valley just to name a few before finishing at Uluru. After Uluru we started the trip home.

Our next race will be the ARB Off Road Championship in 2023.

Check out all the action from the Nicol Offroad crew on their YouTube channel.



35

Anthony Maxfield

YEARS AT COLAC



Maxi
with wife
Maryanne

Tell us about your journey at AKD.

Started in July 1987 at 20 years old and has a worker in the old drymill, then worked in dispatch and now in the greenmill.

What is your favourite part of your job?

Training people and teaching new people skills and how things work in areas.

What has been the highlight of your time at AKD?

Seeing the development and growth of the company and capital improvement from when the mill was over near the head office.

What's your least favourite food?

Brussel Sprouts because my mum forced me to eat them as a kid

Describe your perfect day?

Going camping in an ocean view and watching time go by followed by a few Sci-Fi movies and a couple of bourbons.

When you were a kid, what did you want to be when you grew up?

A cartoonist or a movie director / special effects.

If you could swap your life with someone else's, who would it be and why?

George Lucas. Would be good fun to create Star-wars movies and his development of the film industry.



“

His a bit of a greenmill legend - everyone knows Maxi!

He has spent time in a lot of different areas:

- *Out in the yard strapping block packs - in all sorts of weather.*

- *On the Outfeed when that was expanded.*
- *Advised on modifications to the Outfeed layout and procedures to help improve efficiency.*
- *Up to the Stacker where he has continued to work on improving efficiency.*

Aside from his broad AKD experience and knowledge, Maxi has a passion for movie and TV trivia. And his voice impressions are legendary!

ANDREW BATH
workmate

”

“

Maxi is the cult figure of the greenmill, his passion of movies/ TV comes across in his daily conversation. He gets great enjoyment in passing on his wealth of knowledge of the greenmill in to the people he trains up.

I'd like to thank him on behalf of the greenmill crew for his commitment to his workmates and his job. Well Done Maxi!!

BRODIE BINDER
Supervisor

”

“

Congratulations Maxi, you always have a great passion when discussing work task's, unfortunately you're a Collingwood supporter but I won't hold that against you, you're a pleasure to work with, you are a fantastic team member,

JUSTIN HICKEY
Manager

”

SERVICE RE

25 Phil Norman YEARS AT COLAC



Tell us about your journey at AKD.

Started in Irrewarra stacking at the round table then moved to contract sticking. In 2000 I came into Colac in the maintenance department as a night shift grease monkey. After that moved onto afternoon shift in the greenmill as a stacker operator and progressed through the entire mill picking up a range of skills and tickets on the way.

What is your favourite part of your job?

Learning something new everyday.

What has been the highlight of your time at AKD?

Having the option to be one of the first people to operator the new mainline.

What's your least favourite food?

Seafood and cabbage.

Describe your perfect day?

When I got married.

What's something that recently made you smile?

Knowing Bathurst is coming up.

If you could swap your life with someone else's, who would it be and why?

Scott McLaughlin V8 Supercar driver, to drive V8 supercars for a living.

What's something no-one would know about you?

When I was young my brother pulled me out of a tree and broke my collar bone.

“

Congratulations Phil on your milestone from all of us in the greenmill.

Your commitment to doing what you can to help out the mill and log yard is greatly appreciated by all no matter if it's a shift or a week on arvo then coming back in the next week at 3:45am the following morning to do the prestarts on the mainline.

One of the most multi skilled employees makes you a great asset for the company and its future with sharing the knowledge to those who are newer to the company.

Enjoy your bourbon mate (on the weekend).

BRODIE BINDER
Supervisor

”

“

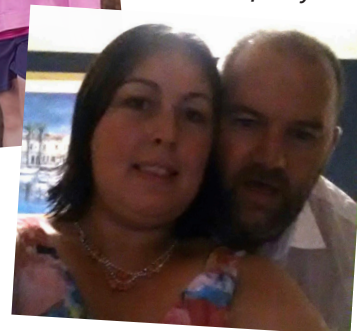
Congratulations Phil on 25 years with the business, Your versatility and passion for your role shines through, Everyone that works with you knows that you will always give a 110% at every task you are given, Thanks for going the extra mile.

JUSTIN HICKEY
Manager

”



Phil and his family



15

Jodi Brain YEARS AT YARRAM

Jodi Brain began working at the Yarram Mill on the 27th August 2007 in the office where she continues to perform the duties of Purchasing, Accounts Payable and Payroll.

Prior to beginning work at Yarram Jodi had previously worked for John Sands in customer service and in her husband's shop, Pud's for Parts.

The biggest positive change Jodi has seen at Yarram is the employment of female employees out in the mill where there are now 16 female employees.

Jodi and Andrew (Pud) moved to a small town called Blackwarry from Frankston 18 years ago and is unsure if its lucky or not but they get snow every year, one year being snowed in for 4 days.

Outside of work Jodi is the Secretary of the Honda CB750 (Four) Owners Club Australia. In 2020 the club raffled off 3 motorbikes and were able to donate \$36,000 to The Black Dog Institute.

A favourite hobby of Jodi's at the moment is photography, especially macro photography which she won 2nd place with the bee photo.

Baking is also something Jodi enjoys and does very well as the maintenance crew would definitely agree as her rocky road is a definite favourite of theirs.



"Anyone who has been to Yarram and met Jodi know what a warm and friendly welcome you will receive. Behind the scenes Jodi is our ever vigilant gatekeeper taking care of our purchasing and payroll here at Yarram. Well done Jodi on 15 years of service."

Glen Davis
SITE MANAGER

Jodi and Pud



SERVICE RE

15 Frank Jusup

YEARS AT TUMUT

Frank was born and bred in Mt. Gambier SA, the second oldest of six. As he was growing up his interests included AFL where he played for North Gambier Tigers in the junior league.

After a few years he transitioned into soccer for Croatia Soccer Club for the juniors through to the seniors and eventually taking on various coaching roles. Frank's other interests growing up included being a member the ATC and Reserves for the local RAAF No. 12 Flight for several years.

Frank's career started with Scott's Transport in the operations department as a Despatch Clerk. Later he ran the fuel tanker operations when an opportunity arose for a Dispatch Manager at SAPFOPR Radiata Pine (Auspine now Timberlink) at the Tarpeena Mill. This was the start into his timber career taking on various production roles.

Frank then transferred to Auspine's operations at Scottsdale in Tasmania to take on the role of Dry Processing Manager.

He spent almost thirteen years in Tasmania before returning to Mt. Gambier to take on the role of Supply Chain Manager with Carter Holt

Harvey. He also spent three years running the Pine Mouldings Operations before transferring to Tumut taking on the Supply Chain Managers role where he is currently.

He lives in Albury with his long-time partner Jayne and have four children Jessica, Anthony, Emily and James, and six grandchildren. They have a new addition to the family, Mardy, who is a rescue Staffy Bull Terrier.

Christmas has now turned into a large gathering with the kids and all the grandchildren and well as many of the nieces and nephews.

His weekends are taken up going to classic car shows where he takes his 1970 Valiant Pacer. Frank also tries to get to the MCG as often as possible to cheer on the mighty Tigers.

Frank is grateful for all the opportunities presented to him in life and is proud to be a part of the AKD family.



Frank and Jayne



Mardy



Frank (bottom right) representing No12 Flight ATC at an officers course at the RAAF Base at Edinburgh < Adelaide

"Frank plays an integral part in the success of Tumut. He is highly regarded locally and throughout the business with his wealth of knowledge. Well done Frank on 25 years, your personality lifts the Tumut team every day."

Rab Green
SITE MANAGER

10

Bruce Teichmann

YEARS AT CABOOLTURE

Bruce first started at the mill back in 2009 but left us for a brief time, before returning in 2012, when he realised this was the place to be.

He has spent all of his last 10 years as a forklift operator working within the despatch team and credits his longevity to the people he works with, describing his co-workers as a second family.

Bruce has been married to his wonderful wife Debra for 29 years and they have 7 children and 18 grandchildren!

The second love of his life is his Harley, and on the weekends, he loves nothing more than jumping on and taking off around the countryside, proudly boasting that all he needs is fuel in the tank and Debra on the back.

He's also a keen cook. If you happen to be around the admin kitchen at 5am, see if he'll share his bacon and eggs with you!

Well done on this achievement Bruce, you are an integral part of the team, and we look forward to working with you for many years to come.

"Congratulations Bruce on reaching this milestone. Always ready to lend a hand, you are a valued member of the despatch team, who truly cares about the well-being of your workmates. Your passion and pride for your work are a credit to you."

Darren Wilton
SUPPLY CHAIN MANAGER



KIRSTY STUART

HEALTH AND SAFETY SYSTEMS AND TRAINING MANAGER



Welcome to
the **TEAM**

Hi, my name is Kirsty, I have recently joined the AKD team in a national role based at Caboolture as the Health & Safety Systems and Training Manager. In accepting the role, I have relocated to the Sunshine Coast from Adelaide with my partner and fur babies.

I have built a career in workplace health and safety, and I have worked in the agriculture, aviation, and mining industries over the last 15 years; much of this time has been working onsite all-around Australia.

Seeking a lifestyle change and a warmer climate on the Sunshine Coast means when not at work you'll find me at the stables where I'm spending time with my horse, Fame, or out on the boat cruising around to enjoying the sunshine.

fun fact

I like listening
to hip hop
gangster rap



Kirsty and Oliver



Kirsty and Fame



Kirsty and George



CAMERON GRANT

COLAC/IRREWARRA SAFETY MANAGER

Growing up in the coastal town of Ocean Grove just outside of Geelong, I was able to spend my winters playing football and summers down the beach surfing and enjoying the coastal lifestyle.

After finishing school, I took on an apprenticeship as a Landscape gardener before changing careers completely and working at Marina in Melbourne as a maintenance and dock operations supervisor.

As my passion for being around and working on the water grew, I ran away to the Navy where I spent the next 7 years sailing around the coasts of Australia, Southeast Asia, and other parts of the world. During my time in the Navy is where my appreciation grew for Health and Safety and where I began my studies into Risk Management and Workplace Health and Safety.

As I ended my career in the navy, I moved into a Health and Safety Role working in pharmaceutical manufacturing based in Melbourne before being

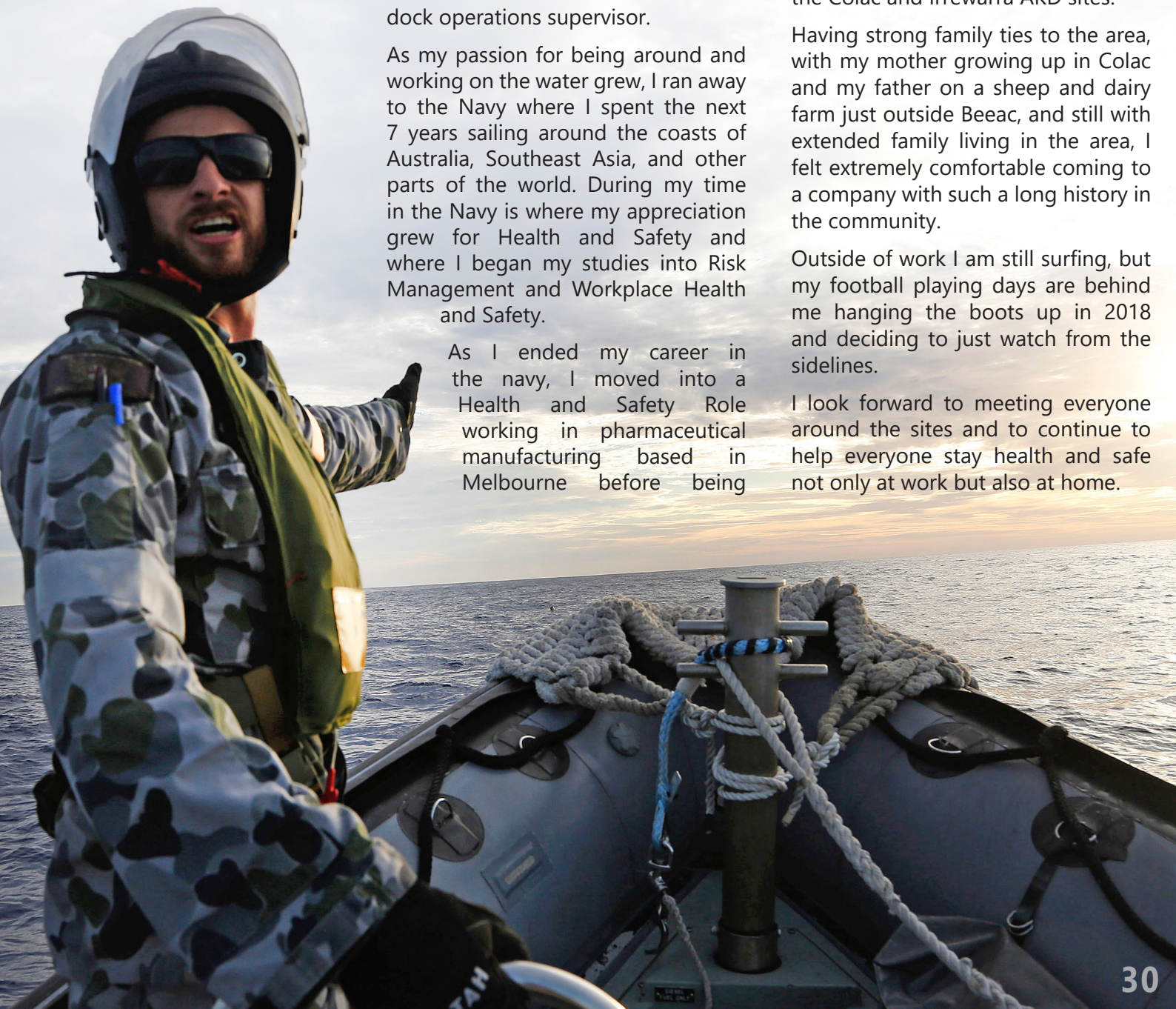
given an opportunity to move into the Healthcare sector which also gave me the opportunity to return to my hometown of Ocean Grove.

After working in healthcare throughout the recent pandemic, I made the decision to explore other opportunities, which is when I was lucky enough to be appointed to the Health and Safety Manager Role at the Colac and Irrewarra AKD sites.

Having strong family ties to the area, with my mother growing up in Colac and my father on a sheep and dairy farm just outside Beeac, and still with extended family living in the area, I felt extremely comfortable coming to a company with such a long history in the community.

Outside of work I am still surfing, but my football playing days are behind me hanging the boots up in 2018 and deciding to just watch from the sidelines.

I look forward to meeting everyone around the sites and to continue to help everyone stay health and safe not only at work but also at home.



AKD welcomed these new employees in July-August 2022 and encourages everyone to make them feel welcome and work together to keep them safe.

Welcome to
the **TEAM**



ALISHIA ENGELBRECHT
DRYMILL
TUMUT



AMY NEWTON
GREENMILL
COLAC



BRADLEY MILLWOOD
GREENMILL
CABOOLTURE



CONNOR MCWILLIAM
PRODUCTION
JELFOR



DYLAN LANGCAKE
DRYMILL
COLAC



ELICIA CONWAY
DRYMILL
COLAC



ERIC BAILEY
CLEANER
IRREWARRA



HAYDN MCDONALD
GREENMILL
COLAC



JENNA OVER
DRYMILL
COLAC



JOSH WUS
GREENMILL
YARRAM



KERRIANNE HOGAN
CLEANER
COLAC



KEVIN LEAMER
DRYMILL
COLAC



KIRSTY STUART
HEALTH & SAFETY
CABOOLTURE



NEAROOVEN SEEWOO
DRYMILL
COLAC



RACHEL ZALEWSKI
DRYMILL
CABOOLTURE



RHIANNON YOUNG
TECHNICAL
COLAC



RUSSELL PORTER
GREENMILL
YARRAM



STEVE TONKIN
GREENMILL
YARRAM

HAPPY ANNIVERSARY



BRADLEY TORNING
MAINTENANCE
CABOOLTURE



CAMEROM THURSON
GREENMILL
YARRAM



CAMERON GRANT
HEALTH & SAFETY
COLAC



JAKE HOWARD
GREENMILL
CABOOLTURE



JAMES GREENWOOD
GREENMILL
YARRAM



JASMIN SAPLA
GREENMILL
COLAC



LYNN OLSEN
GREENMILL
YARRAM



MANIT PITRODA
DRYMILL
COLAC



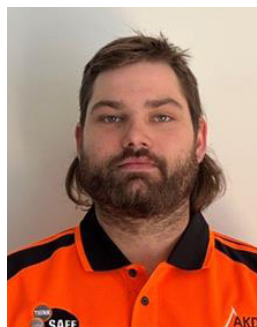
MITCHELL GREENHALGH
MAINTENANCE
TUMUT



TORIN MICAN
GREENMILL
CABOOLTURE



TRAVIS BARRY
DRYMILL
CABOOLTURE



ZACHARY DARLINGTON
GREENMILL
CABOOLTURE

NAME	YRS	DEPT.	SITE
Anthony Maxfield	35	GMD	COL
Rodney Harris	35	GMT	TUM
Philip Norman	25	GMD	COL
Frank Jusup	15	DIS	TUM
Jodi Brain	15	ADM	YAR
Bruce Teichmann	10	DIS	CAB
David Webb	10	GMT	TUM
Damien Simpson	5	ADM	PPP
Michael Howell	5	TIG	GIL
Paul Williamson	5	EWP	COL
Tiffany Granger	5	GIT	COL

Connect with us
on social media for
#teamorange
latest news, employee
celebrations and
much more!





BABIES EDITION



Colac's Dry mill day shift supervisor John Stephens and wife Jen couldn't be happier with their new bundle of joy

Atticus John Stephens

born on 21st July
weighing 8lb 7oz



Tumut's Jack Smart and partner Sam, welcomed the safe arrival of

Daisy Jane Smart

Born 23rd July
weighing 7lb 3oz

I'm sure she will have the Maintenance crew wrapped around her little fingers in no-time.

Yarram's Projects Supervisor Bill Wilson and fiancé Liz welcomed sweet baby boy

Ollie John Wilson

on 9th August
weighing 3.57kg



Colac's Sophie Devine and husband Max welcome the arrival of their beautiful little girl

Korra Sage Devine

born 27th June at 3.29am
weighing 3.4kg

Welcome to the Colac Sales team Korra



**THERE'S SOMETHING REMARKABLE
HIDDEN IN THE WALLS OF YOUR HOME.**

The Wrap-Up



My father-in-law's name is Bob Steel and he passed away in late September. In early August whilst I was in a meeting Bob rang me on FaceTime. It was quite a surprise as it was the first time I had received a call from Bob during the day so I quickly took the call as I knew he was in hospital. We then spoke for about 20 minutes, probably 18 minutes longer than our normal conversations.

The phone call was initially really enjoyable, and we covered a wide range of topics and talked a lot about our shared history and about our family group and we had a lot of laughs. Then the last two minutes of the call was incredibly confronting, and I spent most of it in tears. Bob had just been diagnosed with terminal lung cancer and when he rang me, he was propped up in a hospital bed, having had a treatment for the pain. My tears started flowing as I thought about the loss that our whole family group was about to suffer. I was sad for Bob as to what we would miss out on, and I was thinking about Keri, Ben and Dara and the rest of his grandchildren who would no longer have him in their lives.

In those last two minutes I did something I had never done before. I told Bob that he was a fantastic father-in-law and an awesome grandfather. I told him that as a grandfather, or as "grand-bob" as he is known in our family, he's been just a great granddad. I told him that I hoped when it was my turn to be a grandad, I could be half as good as he had been. Bob has 10 grandkids, and he had a personal and meaningful relationship with each of them, he loved his grandkids and was at his best, teasing them, playing with them or just talking to them.

The last thing that I said to Bob in our conversation was that I "loved him" and I can promise you that is the first time I have said that to him but it came from the bottom of my heart. This man, my father-in-law has been an absolutely influential person in our lives, and we were about to lose him.

In August, we had a mid-year stop for Mental Health, which was our postponed Safe Start Up from January. Every site across the business stopped for both dayshift and nightshift and had a guest speaker and a Resilience Project speaker. After the two years we have collectively had with Covid and other pressures, we believed a focus on Mental Health was appropriate and important.

In Colac we had Glenn Manton speak to us and for the dayshift group he spoke about his relationship with his mentor the "Kookaburra" who had supported him through some tough times and good times. He talked about vulnerability and the need to be real with where you are at. That you need to be honest with yourself and it's ok to be vulnerable and the power of having a mentor in your life.

We then had the Resilience Project presenter Martin Heppell who uses the GEM principles of Gratitude, Empathy and Mindfulness. I first heard about the Resilience Project three years ago and have tried applying the principles ever since, learning and practicing how to be grateful for what I have, rather than always thinking about what I don't.

The concept of empathy I think is tougher. It is being able to understand how someone else is feeling. For the Resilience Project it goes another step, if you can do nice

things for others, you benefit yourself through the release of the hormone Oxytocin which is incredibly powerful. The power of "giving" a gift is immense, the power of doing a good deed, the power of saying something nice, the power of being happy and joyful, the power of smiling, all bring you happiness and joy and a sense of fulfillment.

Finally, Mindfulness, this is one that I truly believe in, to take the opportunity in this busy stressful world to calm your thoughts and to be present. To be able to utilise simple techniques that you can practice, to be able to focus, or even more importantly to be calm in moments of stress. I believe using mindfulness techniques in the past couple of years has made me a better CEO, a better father and partner, as I have learnt to keep my cool in stressful times and to be "present".

So today I have shared with you something that has been incredibly personal and stressful in my and my family's life right now with the passing of Bob. But I am doing it because **it's OK to not be OK**. It's OK to be sad and it's OK for people to ask if you are "OK". I have been truly amazed by how many people have reached out and asked after Keri or myself, the texts, emails and messages of support, their empathy has been appreciated. Asking someone how they are is incredibly powerful, you are not being nosey you are being empathetic.

I am really sad that my father-in-law passed away, however I am really grateful for the time we had with him, for the role model he was to me and for the opportunity to say goodbye.

When you read this, we will be coming to the end of our PinkUp campaign with a focus on 'Check Yourself to Protect Yourself'. This is not just about Breast Cancer but also about being aware of your body so you can notice any new lumps and bumps straight away to get them checked out!

Finally, family is important, and so is your Mental Health. Take the time to be grateful, be empathetic and be mindful.



This photo is of my mother-in-law Marilyn, father-in-law Bob, and my daughter Dara in early September. She is having her 21st and knowingly saying her final goodbye to her GrandBob at the same time. Moments matter in your life.

Cherish what you have.

 **Shane Vicary**
CEO