

THE SPLINTER



Caboolture's Greg Hynes, Brett Lawson, Greg Levinge and Richard Bambling getting into the Pink Spirit. PinkUp pages 19-22.



AKD EMPLOYEE NEWSLETTER
EDITION 47
SEPTEMBER-OCTOBER 2022



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Lumber Legends
Caboolture

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of AKD

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Welcome to the Team



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

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AKDSOFTWOODS

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AKD FOOTY TIPPING WINNERS



Connect with us on social media
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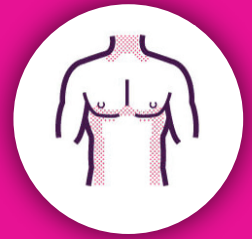
If you **grow** them, **know** them!

~ HOW TO CHECK YOUR BREAST ~



LOOK

at the shape and appearance of your breasts and nipples in the mirror with your hands by your sides. Raise your arms above your head and have another look.



FEEL

all of your breasts and nipples, looking for anything that isn't normal for you. Feel from your collarbone to below the bra-line and under your armpit too.



LEARN

what is normal for you!
Breasts come in all different shapes and sizes.



Breast cancer does not discriminate... **Men can get it too!**

Follow this simple process and remember to repeat each month.

If you have any questions or concerns
contact your local GP or healthcare professional.

A graphic featuring three overlapping circles on the left containing the words 'THINK', 'WORK', and 'BE' respectively. To the right is a large orange circle containing the word 'SAFE'. Below these elements is a black rectangular box with the text 'TOWARDS ZERO' in white.



Given the business activities rely heavily on Mobile Plant movement, it is critical that our processes and practices are monitored for effectiveness and continually improved upon.



MOBILE PLANT/ PEDESTRIAN INTERACTION



Far too many people are killed or seriously injured as a result of being struck by mobile plant in workplaces across the country. AKD operates a large number of mobile plant on each site and is a core function of our operations – therefore ensuring our control measures remain effective is critical.

Exclusion zones must be adhered to at all times

Mobile Plant operators must be appropriately licensed & assessed as competent

Designated walkways must be used by all pedestrians

IF you require access into an area with mobile plant – UHF communication must occur

Mobile Plant must be fit for purpose and appropriately maintained (including pre-start inspections)

Traffic Management Plans up to date and followed

Site specific procedures known and monitored

UHF communication must occur between mobile plant / vehicle operators

Mobile Plant operators must be fit for work and operate at a safe speed

If you have any concerns – STOP & raise with your Supervisor immediately



CABOOLTUR

AROUND THE GROUNDS

It continues to be busy times at Caboolture with activity happening across the whole site over the last few months. I commend how well the teams adapt and work with each other to continue to deliver on our goal of making products we can be proud of whilst we have so many distractions to think about.

It also impresses me to see how well new staff members integrate into their new work areas and become part of the AKD team. We've introduced 15 new team members this period plus some more of the national roles now based at Caboolture, so we're never short of new faces and opportunities to get to know new personalities.

We have driven a real focus on reviewing and updating training information so we can build the knowledge and skills across all areas. Our subject matter experts remain busy at keeping the SOP information accurate and useful. It goes without saying they are doing a great job so our current and future team members can become the highly skilled operators of the future.

In the production space for September, we have had some good results across all areas with notable improvements in the Green Mill. Specifically, the uptime has taken a step change and the teams are enjoying some great results with close to record production numbers.

The maintenance, electrical and production teams have been instrumental in creating the step change and we are on the right path to continue to deliver great results. The Dry Process areas are being kept

busy with the additional volume coming through from the Green Mill and these teams have also managed to have some great runs.

As at the end of October they are performing ahead of their yearly plans, and this will be critical as we move into some tighter months ahead with project activity expected to impact whilst we bring new equipment online.

The CDK build continues to progress and erection of the Kiln structure will start during November. The new Pellet Mill is all but finished and awaiting some final touches with the brand new amenities and offices only a few weeks from being opened up.

We will continue to see a lot of activity in the area in the lead up to Christmas as we get closer to completion on these major projects.

We have a belief at Caboolture which is focused on raising the standards. This is across everything we do including how we look, how we behave, how we communicate and how we approach challenges.

The belief is if we get these things right we will be safer, more productive and make products our customers appreciate. We are heading in the right direction, and it takes an all-in effort which I witness every day. Keep it up!

Andrew Wilson

Caboolture Site Manager



Sawshop freshened up with new paint and walkways



CDK & Pellet Mill Construction area



Admin building freshen up and repaint

HEALTH AND SAFETY

I can't believe that December is nearly upon us! It's been a busy year and it's going to be a very busy maintenance shut at Christmas based on the planning. We need to ensure we take the time to slow down, and ensure safety is at the forefront of our thinking.

With time spent on the job comes experience. While attending Caboolture's Lumber Legends event, I thought how that team had no injuries or incidents. It came down to how they thought about themselves, what they valued and ultimately their beliefs – in a nutshell they all made a commitment to consistently think, work and be safe. They may not share it or shout it from the roof tops, but once you get them talking it's so clear and evident!

It was disappointing to have an MTI when writing this article but we are grateful that the injury which required sutures was not worse and that our co-worker will make a full recovery. We will take this as an opportunity to learn and improve. On the upside, we have seen a decreasing trend in incidents.



New safety board in Drymill to ensure some of the tools that support us in staying safe and allow easy access so we can demonstrate the correct behaviors and support new co-workers learn the safety trade



New AKD street signs – names after retired lumber legends and the fallen lumber legends that showed the true values of AKD and Safety leadership

Street signage and road call up points have been updated and installed. Our streets are named after some of our Lumber Legends that have lived the core values of AKD and believed in a zero-harm workplace – Tough Street (Mr Andrew Tough), Hart Street (Mr Wayne Hart) and Smith Street (Mr Paul Smith). The site safety committee also supported the naming of two streets after our fallen but never forgotten legends Mr Wayne Baxter and Mr Steve Sims - May they Rest in Peace.

Until next time, please remember Safety is a full-time job so don't practice it part time! Let our behaviours shine and Think, Work and Be Safe.

Greg Levinge
Caboolture Safety Manager



COLAC-IRRE

AROUND THE GROUNDS COLAC

It's great to be back on Site and see how far the Colac and Irrewarra sites have come in last two years while I've been focussing on the Post and Poles business.

I've been really impressed by many of the improvements within the business but mostly by the skills, confidence and commitment of the people that are working there.

In spite of the challenges presented by a tight labour market and ongoing Covid and other illnesses related to the Winter/Autumn cold and Flu period Colac and Irrewarra continue to produce positive results.

The Colac greenmill has put together a team called **"Project 150"** where the team are focused on working on the flow of the mill, removing frustrating downtime events and identifying and removing constraints.

The approach is data driven but requires the help of all greenmill and log sort employees so when you are asked to get involved please be forthcoming with your ideas and knowledge and help the team strive for continual improvement.

After a challenging period installing and commissioning the new strapper the Drymill is starting to produce some solid and consistent numbers.

A huge thank you goes out to everyone who has worked so hard to finally make the strapper a success and to improve the performance such that the Drymill has been consistently beating its targets.

The Drymill is also starting to experience the

inconvenience of the phase 1 upgrade with traffic changes and interruptions as well as Spence construction undertaking demolition works in preparation for the shed expansion which will house the new trim box and sorter bins.

This Drymill upgrade will see AKD Colac finally being able to extract all the value from our timber by trimming out defects and producing shorter length structural grade timber products.

Finally, with the Christmas period just around the corner its time for us all to focus on getting through to the break without incidents.

It is said a lot around the business but it still holds true, no cubic meter of production or dollar earned is worth risking your safety. Everybody at AKD has the responsibility to not carry out any task they feel is dangerous..

John Browne
Colac Site Manager

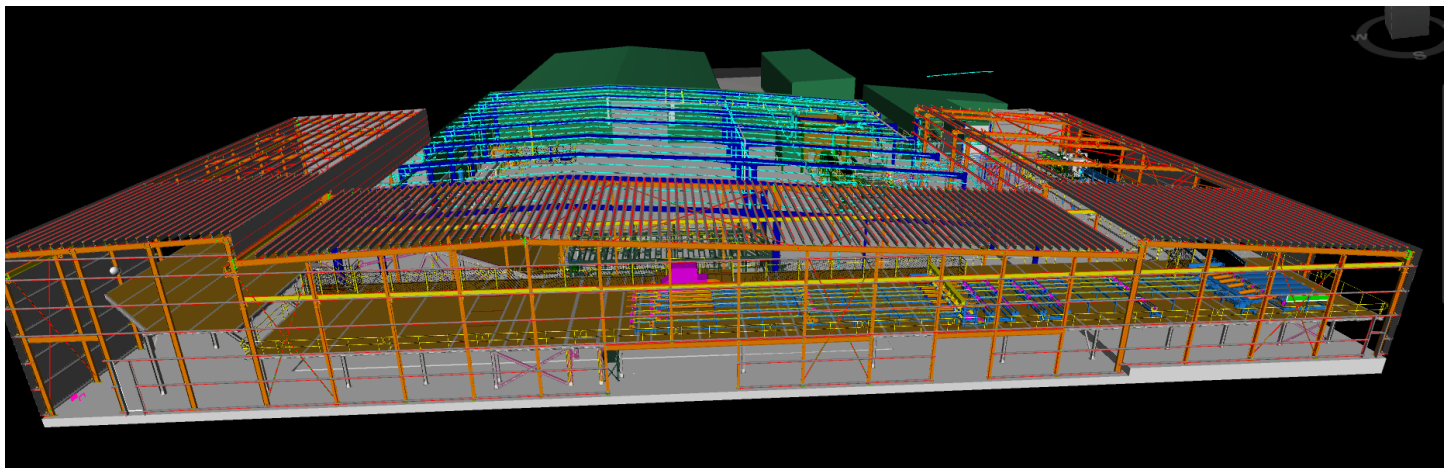


IRREWARRA

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

The greenmill in particular has taken the next step with great production numbers being achieved. The focus has been getting the YTD deficit back to a positive which has been achieved in the last part of November. The crew have really gelled together and are working as a close-knit team.

Staff rotation and training remain as a high priority at Irrewarra, this gives the site a lot of flexibility and the



WARRA

staff more variety in their roles.

Whilst it is good to achieve high productivity it is more important to do it safely, so the Irrewarra site continue to talk Safety each day at our Toolbox meetings and actively spend time identifying any hazards that may be on site.

There has also been some great progress made building a new outdoor eating area, tables have been built and we are just waiting on the area to have the painting complete and it will be right to go.

This will be great area for the staff to get together to enjoy the fresh air whilst having their breaks.

As a few may be aware I will be retiring at the end of the year after 40 odd years with AKD. Whilst I will say that I am looking forward to some new adventures caravanning around Australia and visiting my children and grand kids, it will certainly be a somber last day for me. AKD has been a great place to work and has given me some great opportunity to work my way



through the business. I have made some great friends during my time and they will all be sorely missed.

I would like to take the opportunity to congratulate Mick Ritchie on his appointment as Irrewarra Site Manager. Mick has worked his way through the business from the Drymill to the Irrewarra site and is a very passionate employee. I am sure Mick will acquit himself very well in this new role, well done and congratulations.

Steve Baudinette
Irrewarra Site Manager



HEALTH AND SAFETY

The month of September we focused on one of our Top 10 Critical Risks - Mobile Plant and Pedestrian Interaction across all the AKD sites.

This gave me a great chance to really get out and about to have a deeper look into the Colac and Irrewarra systems, what controls we have in place and to talk to everyone on the front line who understand the hazards and dangers associated with mobile plant as they experience them every day.

We have some great systems in place that have been implemented over the years, with pedestrian crossings, upgraded safety systems in our forklifts and log loaders, education and training for all staff.....but with all the great systems in place we are always looking to improve on what we have to ensure we continue to provide a safe workplace.

During my chats with everyone on the frontline, they were open and honest about areas we could improve (which I really appreciated), where they believed our biggest risks were and even ideas on how we can mitigate those risks. I would love to be able to click my fingers and have everyone's ideas and suggestions done straight away, but that's just wishful thinking.



With the ideas and suggestions, it has given me opportunity to identify where I think we can have an immediate impact but also prioritise where our biggest risks are on our sites.

We will continue to work through our action list and continue to make a difference which is not always seen in a physical sense but with our future planning in the background.

Cameron Grant
Colac/Irrewarra Safety Manager





TUMUT-GILM

AROUND THE GROUNDS

SAFETY

The site has unfortunately had a few injuries this quarter. Again, it is important to take a step back and review the work risks before we carry out the task. Doing a JSA or stopping and completing a SLAM allows you to really understand the task ahead and challenges you on what could happen if you do not get it right. We have been really tracking well up until this time with excellent long term incident free periods in most sections. Please continue to look after yourself and challenge your fellow workers if you have concerns with any actions, you see could result in injury. Let us stay safe this quarter and make it to a well-earned break at Christmas.

*There is nothing so important
that it cannot be done safely*

PRODUCTION

Great quarter for production across the whole site. Really pleased to see the efforts by all considering the challenges with rain and no sun coming out. Every section was on or above plan. The next few months will again be a struggle especially with log and kiln drying due to the continual rain and flooding. Hopefully the weather will break and let the site dry out.

The October shut came at a good time to recharge the batteries for all. Thanks to all the maintenance crew who worked to start the first cut over of our HSS project. Let us continue to take our time, support each other and do the basics well.

HSS PROJECT UPDATE

The Tumut HSS Project is progressing well. The first milestone of the project, installation of a new High Voltage cable service and transformer was achieved during the October shut. This was a key to the project as enabling the excavation of the new HSS building basement. The scope of work included a new HV underground cable, 11kV transformer, repositioning of a Main Switchboard and new submain cabling to existing equipment.

The work was conducted under very wet conditions that was not suited to digging cable trenches or laying concrete for transformer pads.

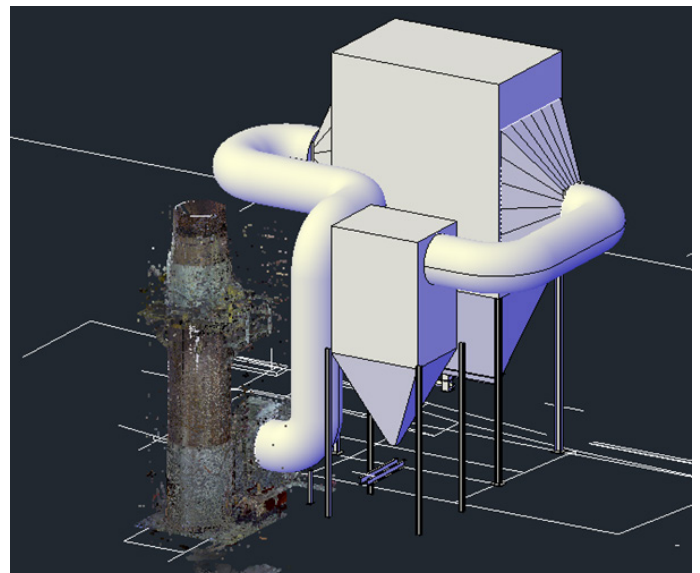
The HSS machine design and approvals are well advanced, with the Staged Construction Certificate being finalized with the Private Certifier in conjunction

with the Snowy Valleys Council. The machine hall, overhead crane, control room and MCC all designed and ready to be constructed.



ESP PROJECT UPDATE

The order for the ESP for the Tumut 20MW Boiler has been placed with Windsor. Delivery is expected late 2023, with commissioning planned for Q1 2024. This is a culmination of a strong commitment to Environmental Compliance at the Tumut site and continues the development and future proving of the business.



MULLETS FOR SEPTEMBER

The Maintenance team took on the challenge of doing Mullets for September for the men's mental health for the Black dog institute.

Throughout the month of September, the team of 24 doing the ugly mullets run a very well supported raffle and conducted 4 different Friday cooking events for the site to help raise money, this included egg and bacon rolls, pork and chicken gravy rolls, hot dog day and a BBQ to complete the month.

MORE

The team raised over **\$17,000** for the Black dog institute which was part of the overall effort which raised over 2 million dollars throughout Australia for the month of September.

The team showed great courage to battle out the last two weeks of the month after one of our young team members passed away in the middle part of month.

The team would like to thank the great support from AKD in supporting both the raffles and the site lunch events in helping the team achieve a great fund-raising result.

Rab Green
Tumut Site Manager



HEALTH AND SAFETY

Well not a great couple of months in the injury space for the Tumut site, with two of our work mates requiring medical attention. One of our Drymill operators needed two stitches in their shin and a fitter dislocated their shoulder. After looking at our first aid events - 3 out of the 4 were injuries to hand or fingers.

Our process, as with the rest of the business all have areas where we need to reach into the process, whether we are clearing a timber tangle, cleaning a photo eye or pulling a broken piece of timber back for the trim saw.

I can't stress enough the importance of identifying and if possible, removing all the risks (stored energy) prior to reaching into the production line - turning chains off before/stop the moving parts. I have seen firsthand (no pun intended) to what a piece feeder can do to someone's finger and it's something I'll never forget! That finger will not grow back, and we don't have any spare parts to replace them.

Having said that and to finish on a positive note, on the 25th of September our maintenance department achieved two years without having a Recordable Injury - well done to the entire maintenance team, this is a great achievement (unfortunately they now have to start over but knowing this team they will get there).



Rodney Sutton
EHSR Advisor - Tumut



YARRAM

AROUND THE GROUNDS

The Yarram team has been busy once again working on site safety and over the last couple of months have made some great improvements to a lot of guards and fences across the site. While we still have plenty to do it is great to see the improvement month after month.

We have some new vehicles on site here at Yarram as we said goodbye to some old, tired equipment. Our old Sawdust truck was replaced with a good quality second hand unit that amazingly starts every time!



The first of our older L120 loaders was replaced by a new larger L150 loader. You can already see the difference and improvement in unloading around the site. Lastly the second of our site maintenance vehicles was traded in for something new and we finally put the jumper cables away for a rest!

Our team at Yarram spent a bit of time off site in September as we finally caught up and had our resilience program delivered and was entertained by former Western Bulldogs player Tom Boyd. It was a great day with some sensational engagement and questions thrown at Tom which made it really worthwhile.



It is very heart-warming when employees come up in the days following to thank the AKD team for doing something that means so much to them personally. Big thanks to Toni Kirkup for organising this one.

PROJECTS

Our new scanning head project is getting close with final inspections of the area completed and the new frame under construction. Won't be long until we get rid of this business risk as well as have latest scanning technology at our de-barking line.

In some great news for the Yarram site we have had approval to install a Fire Protection Ring Main on site. The suppliers have been engaged and it won't be long until we have the capabilities to protect our assets on site.



The Yarram Site jumped into the 21st century in September and began recycling on site. As part of our initial recycling program, we are recycling cardboard, paper, secure documents and uniforms, including gloves. We are also researching and sourcing other avenues of recycling for our site.

Glen Davis
Yarram Site Manager



WELCOME RICHARD, GREENMILL MANAGER

My name is Richard however if you call me that I might not answer because I've been known as 'Wags' most of my life.

I have four children – Elizabeth, Ethan, Eve and Maclan with the youngest 2 living here in Yarram with my wife Kate and I.

In my free time I like to take the family camping around the gold areas that are close to my hometown of Benalla. The kids love to get in the creek for a pan or just a muck around. My wife and I like to take the detectors and have a dig around. We haven't found anything to retire on, but you just never know.



I am a High-Country trout fisherman at heart but now we're here in Yarram I'm excited to get the family out into some coastal fishing.

I am looking forward to getting to know the AKD family in the years to come.

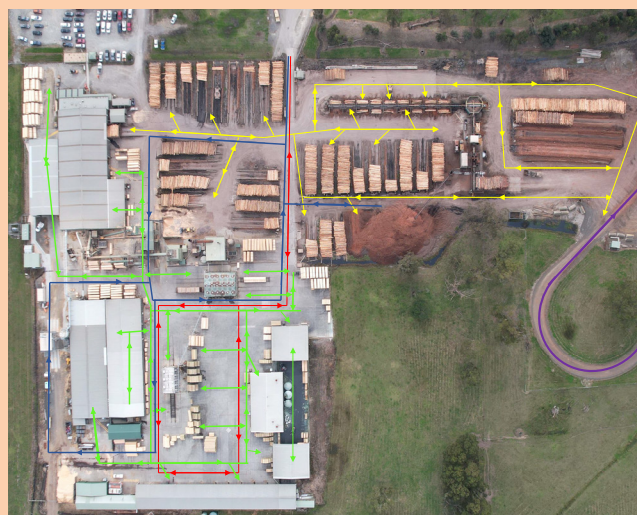
HEALTH AND SAFETY

Well, it is that time again, doesn't time fly? Don't we all feel - "I need to get this done" and we start to rush. We get the impression that we need to get through this quickly and sometimes we may feel that we need to be rewarded for doing so - "Hey mate, great we got that done quickly, we are back up and running!"

Let us analyse this by a comparison.....we go to the doctor, we get rushed in, they write you a script for medication and you are rushed back out to pay the bill. You think, 'fantastic, usually I have to wait for ages to get to see the doctor'. You take the medication for that illness you have, and you suffer a reaction then end up in the emergency department with potentially life threatening/long term issues. Why.....because the doctor rushed their job and they didn't consider all the possible outcomes.

This is the same for us - we see the issue and we react. We rush through it, not considering the possible outcomes and next we know, we have sustained an injury big time. The possible reward of "great job mate" turns into time in the hospital (or worse). There is a really old saying "Don't begin until you count the cost", it is far wiser in safety to work out the outcomes or count the cost before you start, than to do it at the end.

No-one in the business will ever say, 'don't worry about if you get hurt – just get that job done quickly'.



Some improvement work we have been doing in Yarram....we have been busy reviewing our Traffic Management Plan (as part of the Critical Risk Program), we have been adding Safety Data Sheet (SDS's) boxes around the site and stocking them with up to date Safety Data Sheets. We expanded our Return-to-Work team and started developing further planning and we have sourced a Mental Health Provider to further enhance our EAP system.

Now, as we head towards the end of the year, we are assisting people to consider their tasks. "Just because we always do it that way..." doesn't mean there isn't a better and safer way we could consider.

Graham Clarke
EHRS Advisor - Yarram





POST AND PO

AROUND THE GROUNDS JELFOR

Environmentally the last few months have been challenging. The wet weather that has hit and is still currently hitting the Eastern seaboard certainly has impacted Jelfor. A site storm water analysis conducted by the EPA showed a few issues we had with the direction of storm water on site. However, with the help of AKD Environmental Advisor, Sean Maxwell, we have been able to address all these issues to comply with our environmental requirements.

The site has also been experiencing on a weekly occurrence, customer orders being postponed or cancelled due to ground conditions being saturated. Transportation has also been problematic as many of our delivery areas have been, and still are inaccessibility. However, we know we are not alone in this space and keep communicating with all parties to do what we can.

With the National safety focus being on mobile plant and pedestrian interaction, these are two areas we have focused on with regular reviewing and consultation with all our workers. The general awareness of all workers on site around mobile plant interaction has increased and will always be an area to keep monitoring.

For us at Jelfor, we aim to help and assist in our community, the Latrobe Valley. We are actively supporting small businesses and community groups like Rotary, The Men's Shed and local primary schools.



Recently we donated a few posts to the art department at Grey Street Primary school in Traralgon. Their aim was to see if they could paint them for use in their gardens as features. So far two have been completed and the feedback from all at the school is they love them and more will be appearing soon. We look forward to seeing what the next few look like.

Benjamin Bailey
Site Manager Jelfor



PORTLAND PINE

Safety

As with the rest of the state, Heywood has certainly not been immune to the heavy rainfall that has been falling, impacting roads, farms and therefore deliveries, as well as the dispatch crew who have been trying to dodge the rain drops.

The focus in the last couple of months has certainly been on mobile plant and pedestrian interaction, roadways in and out of the site and areas that the loaders frequent regularly, for storage of logs and products drying for the treatment plant. Many hours have been spent by the loader drivers working on keeping the roads safe and usable during this very wet winter that we have experienced again this year.

Training

Several months ago, the PPP site undertook a training needs analysis and have been working on new training for employees onsite. The training included Bobcat, Front End Loader and Forklift. During this time in consultation with our afternoon shift crew, they have been starting at 12pm so that all the employees that have been undertaking training have been able to practice their skills every Friday afternoon under the supervision of a trained operator. This has worked well in getting all our employees trained and signed off on all the plant and equipment they operate. Many thanks goes out to the crews for their support of this great initiative.

Site First Aiders also completed their CPR refreshers in early October.

Production

As with all sites covid hit the PPP site for a while effecting our production capabilities. However, over the last two months everyone has shown great

POLES

resilience and is now hitting above budget numbers in both untreated and treated production, which is amazing to see.

Looking Forward

As we head into the last two months before the Christmas break, it is important to take a step back and have a think about 2 questions. I would like to ask everyone;

Question 1:

What are we doing to ensure we get ourselves and our workmates through the rest of the year safely?

These are some things we can do:

- Use the SLAM process take the time to access all risks and ensure actions are put in place to prevent injury
- Ensure you have a Buddy where possible to check the controls that are put in place are adequate
- Keep up Hazard reporting, great effort from everybody this year and it ensures the site is becoming safer for every hazard reported risk of injury or incident is greatly reduced every incident is a free lesson.
- Ensure you look after your own safety and your work mate's safety and please have the courage to intervene, if something doesn't look right then challenge.

At home your family is counting on you to come home safely. It is everyone's responsibility to ensure this happens every day!

Question 2:

What are we doing on a daily basis to ensure our work areas are kept tidy and what extra can you do to improve housekeeping?

These are some things we can do:

- If you are walking along a walkway and you see a piece of wood lying across the walkway, remove it, as you will be reducing the risk of injury to yourself and others.
- If you see any oil spills or other spills, ensure you intervene and cover the spill then report it to your supervisor and safety rep immediately
- There is a place for everything, and everything needs to be in its place. If tools and equipment are not in use, pack them up!



World Skills Competition

Portland Pine's Fitter and Turner Apprentice Lindsay Whennen, entered into the World Skills Competition.

Every two years, more than 500 competitions are held in 42 regions across Australia. They test the skills and knowledge of over 4,000 apprentices, trainees and students, who have the chance to win a gold, silver or bronze medal.

Competitors who do well at the regional competitions are invited to compete at state and then the national levels. From there, they may even be invited to additional competitions with the opportunity to travel internationally coming up against the best trades and skills talent in the world.

Lindsay has done an amazing job coming 1st in the Southwest region from four competitors, earning himself a gold medal. Trade school teacher Richard Voss, was very pleased to inform us of Lindsay's hard work and great achievement.

Along with the recognition and win, Lindsay has earned himself an invitation to attend the next stage of World Skills and represent the Southwest, competing against others from the state of Victoria, which will take place next year.

After speaking with Richard, he said it has been amazing to see how far Lindsay has come in last two years and the progress he has made. Richard has also paid compliment to the trade's persons here on site at Portland Pine who have clearly been a huge support in Lindsay's development.

We wish Lindsay all the best for the next stage of competitions.

Daryl Hann
PPP Site Manager



AKD represented by Shane, our CEO, hosted the Caboolture Lumber Legends event in October with Legends and partners dressed up for a great night out. I can tell you they scrubbed up well!

Seeing them and their loved ones made me reflect on the many shared moments of their lives and mine out of work. Sometimes these shares were not always stories of joy or happiness, it has sometimes been tough, but you knew you had someone you could confide in, someone to listen or someone to share the great news of celebrations from welcoming babies into the world to getting married or even eloping in my case.

Without a doubt I scanned the room and thought what a team, if only I had all these people on a sawmilling team, they would absolutely smash it. Why would they be so successful? They have been, and are, the building blocks and foundations of the Caboolture Sawmill. They show commitment, demonstrate loyalty, build on connections, show genuine care, want everyone to succeed, formed a culture around "we are one team", and they do it all for each other and the site!

I owe a part of my career to every legend in that room, and I had the privilege of introducing them to accept their awards which as emotional moment and I admit it brought a tear to my eye and quiver to my voice.

The new 20 year inductees were Chris Varley, Chris Caldwell and Andrew Tough and myself, each surpassing their 20-year milestones. Chris Varley has broad experience across the site and always makes sure we have our NRL tipping competition running each year while he works as production scheduler. Andrew, a fitter, made his mark on many a night shift fitter – he is Mister Fix-It, and loves his coaching, playing and mentoring in softball. Chris Caldwell (or "Xmas") is the man who has manually put more boards through the twin bandsaw than anyone on earth!

New milestones for Legends were also recognised. A big congratulations to Michael Kober, Glen Lewis and Michael Cassidy who reached their 25+ year milestones. Well done to Tania Theobald and Wayne Hart for reaching their 30+ year milestones. And of course, an outstanding effort to reach 35+ years to David Hogarth, Paul Smith and Jeff Bott.

I would also like to acknowledge our continuing Legends who attended but did not achieve a milestone since the last Caboolture Lumber Legends event – Greg Moule, Jimmy Zielke, Ian Jennings, Tony Watts, Darren Wilton and Terry Austen.

To all our Legends, we truly appreciate you and are



grateful for what you have done for all of us and the site. There are so many stories where you all have been champions and your willingness to help is a real credit to you.

It is with a heavy heart we said farewell to retiring or already-retired legends Andrew Tough, Wayne Hart, Greg Moule, Jimmy Zielke, Ian Jennings and Paul Smith. As you proceed into your next adventure, we wish you all the best!

Caboolture Lumber Legends was a fantastic night with great food and entertainment. The music and comedian, alongside awesome people, made a memorable event for all. Again, thank you to all the partners and loved ones that keep us grounded and support us in our ventures and of course to Shane Vicary and AKD.

Caboolture

with Greg Levinge
Caboolture Safety Manager



Caboolture Lumber Legends

~ 38 YEARS ~
Paul Smith

~ 36 YEARS ~
Jeffrey Bott
David Hogarth
Christopher Caldwell

~ 35 YEARS ~
Darren Wilton
Greg Street

~ 34 YEARS ~
Jimmy Zielke
Tony Watts
Ian Jennings
Wayne Hart

~ 32 YEARS ~
Tania Theobald

~ 31 YEARS ~
Robert Beighton

~ 29 YEARS ~
Phillip Creevey

~ 28 YEARS ~
Greg Moule
Terry Austen
Michael Kober
Glen Lewis
Michael Cassidy

~ 24 YEARS ~
Robert Montgomery

~ 23 YEARS ~
Gary Argent
Noel Moke
Gregory Levinge

~ 21 YEARS ~
Christopher Varley

~ 20 YEARS ~
Andrew Tough

In Loving Memory

Kyle Jeffree

16.06.1993 ~ 25.09.2022

Tumut lost one of its respected Maintenance employees in September.

Kyle started at the mill in 27.11.2017 working at the Kilns & Boilers until he applied for the Apprentice Fitter position and commenced his apprenticeship in April 2020. Kyle flew through this apprenticeship and completed his Cert III in Engineering – Mechanical Trade in record time.

His attitude towards his training and work was of the highest calibre and a shining example to all his peers.

Kyle was the much-loved husband of Jess, father of Luka and Alfie, cherished son of Dave & Karen and much-loved brother to Brooke and uncle to Charlie and all his teammates at AKD Tumut.

He will be missed terribly by us all here at AKD and we send love to all his family.



An insert from Kyles's teammates read by Hayden Nolden with the boys in tow of support on the day of the funeral.

"Kyle has been a huge part of all our lives, and there wouldn't be a person here today who wouldn't have an unreal story to share.

There have been many great memories that include not only Kyle, but the whole family, whether it be the camping trips, flipping the buggy (as Shaun would know), or having a beer with Dave. Kyle would always tell us that having a beer with Dave would include only taking two beers - one for the road, one for when he got there, and the remainder were always supplied by Dave, this story would always be followed by his big belly laugh which will forever live on in our memories.

Many of these events resulted in some sort of story that involved Kyle coming home injured or red raw after we promised Jess, he wouldn't get sunburnt (we're still really sorry about that). One night Kyle chipped his tooth in Canberra after a night at the footy riding scooters through civic, we can't blame him really, Bondy's driving can be pretty scary. One of our favourite stories is Kyle riding Luka and Alfie's motorbike in the backyard, somehow managing to crash fracturing his hand and needing a cast for 6 weeks the same cast he decided to cut off early so he could fit into his suit jacket for Shaun and Mahala's wedding

Kyle went on to join us at AKD and from the moment he joined us in the workshop his commitment and passion for his work gained him everyone's respect at the mill. His dedication to his work as well as mentoring many that he worked with created a respect for Kyle that helped shape him into a leader that so many blokes looked up too.

His passion and drive were also shown when Kyle and Bondy coached the boy's footy team in an undefeated season.

KMFJ you are a great son, brother, uncle, husband, father and friend, you are always going to be the spark to our fire bucket we love and miss you brother".

John Chalmers

13.12.1968 ~ 06.09.2022

Tumut lost one of its much loved and respected Green Mill Leading Hands last month, such a huge shock to his work colleges and family.

John started at the mill on 22 June 1989 – 33 years of service in total.

For the past 18 years John has been running his shift as leading hand.

John leaves behind his wife Julie and two children, Ben and Clare. John was also a grandfather to Tyler, Korbyn, Sid, Addie and George.

John loved his fishing, hunting, going to the coast and spending most of his time with his family.

John will be sadly missed by us all here at AKD Tumut. Our deepest condolences to all his family.



Gone Fishin'

PINK IS THE COLOUR OF LOVE, OF LIFE, OF HOPE, OF CARE OF AKD

WOW! What an amazing PinkUp AKD produced this year for Breast Cancer Awareness Month for the McGrath Breast Care Nurses who provide invaluable support and care to women and men experiencing breast cancer from the time of diagnosis and throughout treatment.

Our primary focus for Pink Up October was to raise awareness of "Check Yourself to Protect Yourself" to our employees, their families, and our communities. As an AKD Team we have also, along with a number of contributors to the cause, raised a total of \$100,102 for the McGrath Foundation Breast Care Nurses. This is a fantastic effort and will go a long way to assisting the foundation to continue to provide the support and services to those in need.

We rolled out new uniforms to all sites, fitting over 1200 employees across the business. The featured message "Check Yourself to Protect Yourself" is AKD taking a step forward and starting the conversation about the importance of being breast aware. Over 20,000 women and 170+ men are estimated to be diagnosed with breast cancer this year.

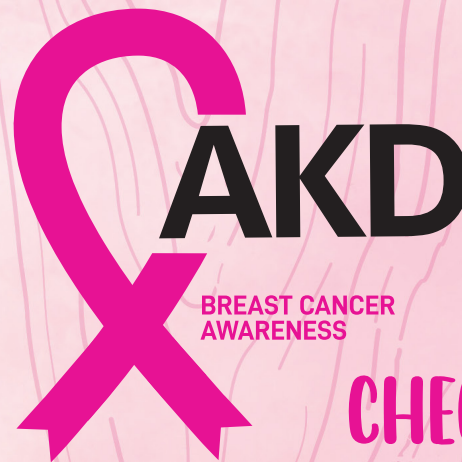
Each site went above and beyond with fundraising efforts this year. There were BBQs, raffles, bake-offs, pancake breakfast, pink cookies, new hair styles and outfits. It took a little bit for some to step out of their comfort zone, but by the end of the month AKD was well and truly awash with PINK!

A breast cancer diagnosis changes your life, often in ways you wouldn't expect. A McGrath Breast Care Nurse brings you and your family peace of mind through expert knowledge, personal care and genuine compassion. They can help you create time in your life not defined by breast cancer and they are FREE!

This year in Australia, 57 people will be diagnosed with breast cancer every day. Early detection of breast cancer gives greater options of effective treatments available.

Portland Pine's Jaimmii Jackway was approached by Natalie, a lady she frequently see around town and she asked me to share her story:

In 2008 Nat was diagnosed with breast cancer. She went through treatment and was in recovery. Even



**CHECK
YOURSELF TO
PROTECT
YOURSELF**

though she was now free of cancer, she is at risk of it returning. The idea of receiving bad news again had her so scared that she has never gone back for a follow up of any sort. Since then, Nat has become a nurse, yet still no follow up. During the month of October, she had been to Heywood and seen all the pink displays and breast cancer awareness signs, and the staff at her local pub wearing our 'Check Yourself' shirts. She said that it was the push she needed. Nat has shared her appreciation of all the hard work we have done to raise awareness as she is now going to have a mammogram.

"To help even one person makes it worth it and I am confident to say that our goals were well and truly achieved, we may have even had fun along the way." Jaimmii.

Many of us have either been affected personally by breast cancer or know of a work colleague, friend or family member who has been diagnosed, and for this reason, AKD proudly supports the McGrath Foundation each year.

HUGE thank you to everyone throughout AKD for coming together and supporting the message within our teams, families and communities. A big shout out to Brooke McEwan, Rachel Dennett, Tanya Jones, Janice McDonald, Jaimmii Jackway, Belinda Clark, Amanda Bell and Ashlea George for leading and supporting each site throughout PinkUp.

PROUDLY SUPPORTING McGrath foundation



Colac's Abbie Dunstan, Rosa Bennett, Andrew Bath and Harley Gass showcasing the Breast Cancer Awareness uniform that was rolled out.



Caboolture's reception area was a vision of pink.



Tumut entry lights turned pink.



Colac's windows were used to shout out message of awareness.



Thank

Together, we have raised
"Check Yourself to Protect Yourself"
to our employees, their families,
communities, along with

\$100,000

for the McGrath
Breast Care Fund





You
raised awareness to
"Protect Yourself"
for families, and our
community, raising a total of
102
Foundation
Nurses.



DKD

AT CANCER
NESS



25 Matt Taylor YEARS IN NSW SALES



Tell us about your journey at AKD.

Started in 1997. Made me feel old trying to remember that and counting fingers!

I've always been in sales, but I've been heard to say I'd clean the toilet if that's what solved a problem on the day - luckily that's never been tested.

What is your favourite part of your job?

People, I like people and fun! I like my job the most when I'm having fun with the team.

What has been the highlight of your time at AKD?

Embracing the culture. I feel being yourself and keeping it real is a cornerstone of AKD's style.

What's your least favourite food?

Vegetables because they're boring and tasteless compared to MEAT!

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

1. Policeman, 2. Barrister, 3. Chef. I actually completed my Chef Apprenticeship in 1984.

What's something that recently made you smile?

Wandering the neighbourhood with my grandkids for Halloween.

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

Nobody else would have my family and friends. I'd be lost without them and wouldn't trade a minute to be anyone else.

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

I have been lucky enough to have visited the New 7 Wonders of the World: Machu Picchu, Chichén Itzá, Roman Colosseum, Christ the Redeemer, The Great Wall of China, The Taj Mahal, The City of Petra.

“

Classic Matt Taylor dinner story is that he often spills his meal down his shirt. Despite his lack of hand /mouth coordination he frequently wears white shirts to dinners which inevitably results in a spill (commonly BBQ because he can't have a meal without it) I've had many great dinners with Matt but I always love it when he wears a white shirt as I can just sit back and wait for the spill. Watching Matt's disappointment in himself and the realisation that he's stained another white shirt is classic.

Its always great fun traveling with Matt. Plus on the rare occasion you will get a glimpse of Matt in night attire which is a moo moo kind of thing, like a nighty.

TREVOR RIDDLE

NSW Customer Service Manager

”

Matt during his Kenya visit. "Pat him hard, don't tickle him & don't RUN"



“

There one thing about Matt, he is passionate about his love of food, that is all things Meat! A funny and memorable moment in time: Many years ago, during his China Tour. Matt sends the team a video of him, eating a whole pecking duck, shirtless and with only a giant bib. Matt, trying to explain to the team his trip of China and how good the duck was. It was like watching an episode of man versus meat or somebody feed Phill.

BEN ABARCA

NSW Account Manager

”

25

Graham Taylor

YEARS IN NSW SALES



Tell us about your journey at AKD.

Started in 1997 in Customer Service with CCA Timbers, moved into Stock Control with Pine Solutions, moved back to Customer Service with Pine Solutions & Carter Holt Harvey. Moved over to Customer Service in Pine Panels with Carter Holt Harvey, then back to Timber Customer Service with Carter Holt Harvey. Then had a joint, Customer Service & Stock Control, role with AKD, then into my current role of Account Manager/ Vendor Refill role.

What is your favourite part of your job?

Working with the people here at Tuggerah, we all have been working together for a long time. We know everybody's families, watch each other's kids grow up, who are now having kids of their own.

What's your least favourite food?

Peas, I was force fed them as a kid. I used to sneak them on to my Sisters plate, I got caught doing that. I then started taking them like pills with a glass of water. One night Dad said no water and I couldn't leave the table until they were all gone. I took 1 mouthful and threw up all over the table. Dad said I didn't have to eat peas anymore. I have not had any since, it's now just a mental thing. They are probably nice, but I won't ever eat them.

Describe your perfect day.

Playing golf Saturday morning, having a BBQ with family and friends at lunchtime, whilst having beer a punt on the horses. Then watching a footy game that night.

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

A zookeeper

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

I must put my left shoe on 1st. It started as a kid playing footy, I had my best game and remembered I put my left boot on 1st. I have been doing it ever since. I don't feel right if I don't do it. I tried to put my right shoe on one day and I nearly had a car accident that day, so never again.

“

"G", is our resident minister for good times. Social Club gatherings, punters clubs, grabbing the BBQ Tongs or pulling a Golf Crew together. G's the guy to get the FUN started.

MATT TAYLOR
NSW Sales Manager

”



“

Over the years I have had the opportunity to have a beer or two with Big G and its always fun. Most nights after a few cans G will gather up the liquid courage and drop a few truth bombs about my management style....Thanks for keeping it real G! Love having a beer with you (and a Bet)

TREVOR RIDDLE
NSW Customer
Service Manager

”

SERVICE RE

20 Jeff Clarke YEARS AT COLAC

Jeff started with AKD on the 9th September 2002 as HR Manager and Health and Safety Coordinator for the Colac and Irrewarra sites, Portland Pine Products and Southern Specialty Packaging. He worked in this role for 8 years, before wanting a change into the production world after many years in admin.

In 2010, Jeff took a position at the Kilns and has remained there, operating the heat plants and Batch kilns in Colac. Jeff has enjoyed seeing the other side of AKD, broadening his knowledge and skills. Jeff has been an integral member of the kilns team, always the first to support his colleagues, it's often spoken about the team wouldn't have made it through the last 12 years without him.

Jeff's ability to communicate and make those feel comfortable has been an asset for AKD, and something Jeff should be proud of. He has built great working and long-term relationships because of this.

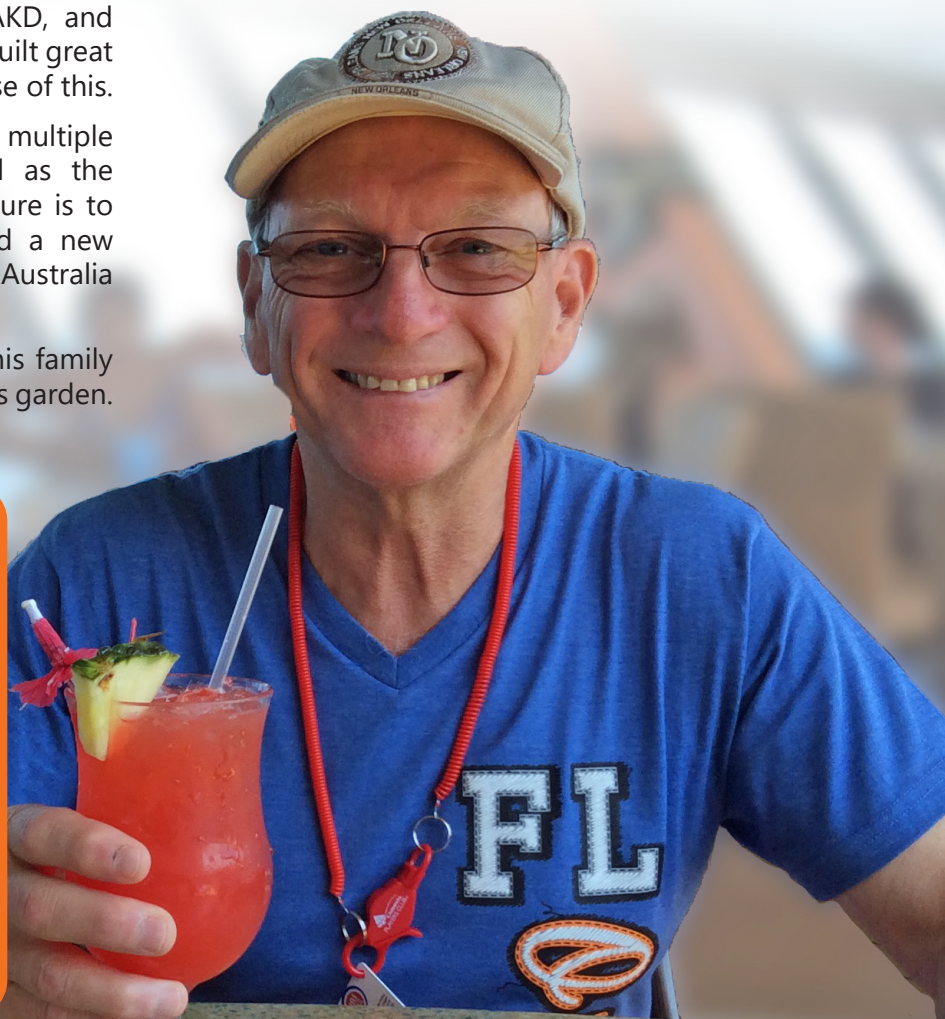
Jeff and his wife Lisa love to travel, on multiple occasions travelling to the USA, as well as the Canadian Rockies. Jeff and Lisa's next venture is to take on Australia, having recently ordered a new motorhome, where they will travel all over Australia in the years to come.

Jeff's hobbies include spending time with his family and 6 grandchildren, his friends, as well as his garden.



"Congratulations Jeff on your 20 years at AKD! Every one of your 20 years at AKD has been filled with dedication and enthusiasm, this is evident to all around you. It's well known that you give your all to ensuring the best outcome for AKD and your colleagues. The relationships and connections you have developed along the way have been an asset to AKD, this has enabled your team and the site to grow. Again, congratulations on the 20 years, and thank you. "

Jared Pietsch
SITE PRODUCTION PLANNER



COGNITION

15 Neville Cook YEARS AT COLAC

Neville started with AKD in October 2007, He first started his career working in the maintenance department as a carpenter where he would spend his time working on and looking after the buildings around the site.

Neville did this for about two years before moving his skills into the EWP area as the lead operator of the paint line. Another two years on Neville became the operator of the paul docker where he would look after the golden eye scanners and the paul docking saws. Neville has now been working in the treatment plant for 9 years.

In Neville's free time he likes to go hunting, fishing and spending time with his family.

Congratulations Neville on 15 years of service at AKD. From myself and the team we would like to thank Neville for his long and dedicated service to AKD.



Neville with wife Amanda, children Xander and Natalia

10 Dan Delahunty YEARS AT COLAC

Dan came to the maintenance team with a thirst for learning back in 2012 and for the past 10 years he has learnt all facets of the Colac and Irrewarra site.

Starting off as a fitter building his experience and passing on his knowledge to the people around him, he then stepped up in to a supervisor role and has recently assisted with the Greenmill Area Coordinator.

Dan is a proud husband to Emily and often hear of his adventures and pranks he has with his kids, Iggy (Ingrid) and Beau. In his spare time you will find him working on his farm, caring for his animals for which he has a great passion for.

Dan is well known for being a bit of a character. He often tells some great stories and one was he was a stunt double on the set of McLeod's Daughters, but don't believe that one.



Welcome to the **TEAM**

PAUL HARTUNG

GENERAL MANAGER OPERATIONS



I am the youngest of 8 kids, with 4 brothers and 3 sisters. Listening to my Nan, I was apparently meant to be a girl to balance the numbers, but hey here I am! I grew up in Melbourne until the age of 22 when I moved to Mount Gambier to get some fresh air and have stayed regional ever since.

I have been in the timber game for 30 years now and love it, and wouldn't change a thing. I met my lovely wife Fiona at Pine Moldings Operation and have been together for 30 years this year. We called it 'LOVE on Chop Saw 9 and 10' where we cut wood together. (I was better, Fiona thinks she was, but I was the trainer so if she was better, it was because of my training.)

Fiona and I have four kids and

have three grandkids. We have two dogs. I used to have a Doberman named Shar. When Shar passed Fiona picked two Cavalier King Charles - from one end of the spectrum to the other!

Our family has moved around throughout the years. Moving to Queensland will make this house 12 and state 6.

I love the beach and am also a Queensland Maroons supporter, hence why we are moving to the Sunny Coast. Massive Melbourne Storm fan won't be changing that even with the move. Storm till the end!

I like things that go fast, I'm a bit of an adrenaline junky.

At my last job there was a mill cat called Cheryl ('feral Cheryl') who was living under my office,

and we tamed her, so every day started with a hug. I miss her a bit to be honest.

In the short time I have been with AKD, the culture across the three sites, that I have visited is the best I have seen in any business that I have worked for and trust me, I have worked for a few over the 30 years.

The Pink It Up has been a real eye opener for me about a common cause that has united all the areas of the business together. You should all be immensely proud of this as it's awesome.

AKD has so much growth potential across all the businesses. It is exciting to be a part of that journey. A business that invests as much in its people as it does with its plant and equipment is refreshing to see.



DUDLEY TANTON

CABOOLTURE ENGINEERING MANAGER



I am married to Jan (the real boss, sorry Andrew Wilson!), that's me on the left of course. I am 52 years old and from the UK, and I have travelled the world since qualifying as an electrical and mechanical engineer.

I first came to Australia in 1995 for work installing new equipment for German machine manufacturers. I fell in love with this beautiful country and decided to move here permanently in early 2000. We are citizens now and very proud to be so.

I have worked for 30 years in the food and beverage industry, and had my first taste of our great timber industry twelve months ago as Engineering Manager at Timberlink.

Outside of work I enjoy my time on the golf course especially the 19th hole, having a wine (not whine) with my family and friends and spending time with my best mate Rocky the rescue dog.

Why AKD? We are back living in Queensland and the weather is great. We just moved to Sandstone Point and enjoy being near the water again. I can continue my journey in the Timber industry.

I have been welcomed by some great people and look forward to building strong working relationships with everybody, sharing experiences and a few laughs along the way.



Dudley and Jan

RACHEL SCILLEY

NATIONAL FREIGHT AND LOGISTICS MANAGER



I was born in New South Wales but have spent most of my life in Queensland. I do however still support New South Wales in the State of Origin.

I was a travel agent for 15 years before I entered the world of manufacturing. For the last three years I worked for Downer Rail and Transit Systems, and I learned about all things trains.

Most of my career has been in the manufacturing, supply chain and logistics fields, I have 16 years of experience within the Timber Industry.

Outside of work I love spending time with my family. I have one daughter and two granddaughters, aged 3 and 1. They keep me on my toes!

I enjoy fishing and love getting out on the water as much as I can. Travelling and spending as much time exploring new places as possible.

I feel very privileged to have been able to join such a wonderful team.

It's been fantastic to be able to start to visit our sites, and I look forward to getting around more in the coming weeks to continue to understand the business, as well as understanding where I can bring the most value.



Rachel with daughter Katie

SARAH LINDSAY-FIELD

COLAC HR MANAGER



Welcome to
the **TEAM**

I grew up on a cattle and cropping farm at Book Book, near Wagga. My parents then moved into the crazy horse racing industry where they had an agistment property at Tarcutta, we stood stallions too. It was a pretty awesome childhood for my sister and I to grow up in, riding ponies all day in the creek – just making our way home before dark in time for dinner!

After leaving school I worked for a year as an assistant at an outdoor education school in the mountains in North East Victoria. It was essentially a gap year. There were 200 school kids in year nine. Our role was a pastoral care type role supporting the kids. We were paid \$95.00 a week.

Throughout the year, we participated on the runs, hikes, skied both downhill and cross country whilst we worked towards running a half marathon and a six day hike at the end of the year. The assistants and I then finished off that year with a trail ride across those same tracks we had run, skied or hiked that year.

It was pretty special and a formative experience; one that I believe helps sets you up for life and helped me realise that if you want something badly enough, I can achieve it if I apply myself. It was a such a wonderful year to see these 15 year old kids grow as well as myself.

I have two kids, Claudie 13, and Georgie 11. Alex my husband used to be a landscape gardener but moved into teaching more recently – which mind you is now currently under review!! We live in East Geelong and have two Labradors, Rufus, and Rosie – and yes, the girls named them.

Prior to moving to Geelong four years ago, we lived in Euroa for 10 years where I ran a business as an HR Consultant providing HR services to rural businesses in the Goulburn Valley. It was called Field Workers. I placed staff in temp and perm roles at wineries, vineyards, bottling lines (for wine...which I do like), farms and horse racing and horse breeding establishments. I supported them with all their HR needs.

This is where I really cut my teeth for the love of "all things people related." I remember one day, early on being awarded the contract to pick a block of vines at Mitchelton Winery and thinking oh gosh how awesome and then, oh dear, how do you actually pick vines; I had no idea but quickly set to work setting up a team, working out how I was going to pay them, organising footbaths, a rent a loo.....etc etc. It was great learning experience that all came together in the end.

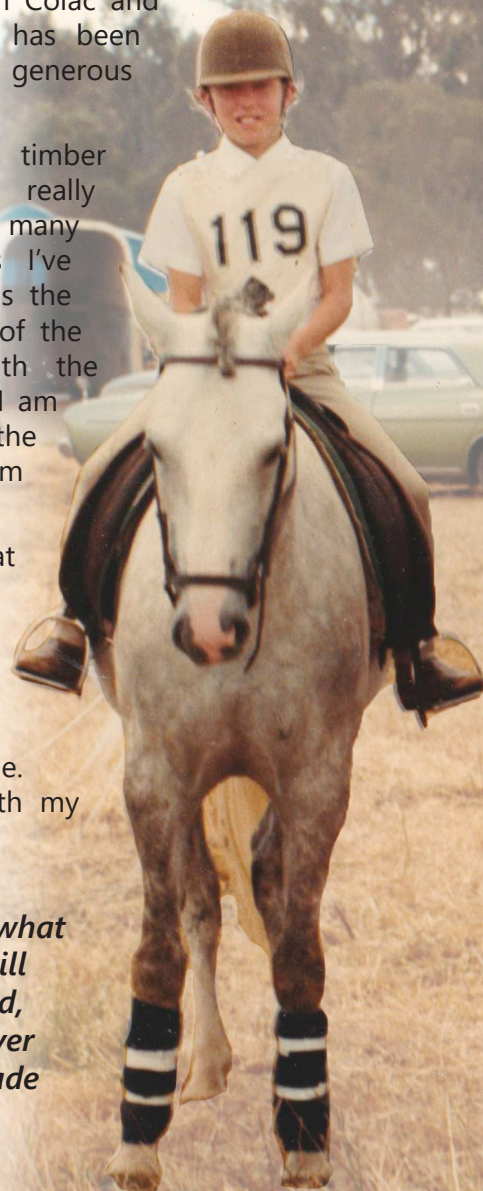
My first two months at AKD have been filled with many catch ups and walk arounds across both Colac and Irrewarra. Everyone has been very welcoming and generous with their time.

Being new to the timber industry I've been really impressed with many of the innovations I've witnessed as well as the general operations of the business along with the people of course! I am really enjoying the connections I am starting to make.

In my role here at AKD, I am looking forward to helping people to be the best versions of themselves, one conversation at a time. I will leave you with my favourite quote:

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

- Maya Angelou



Congratulations

EDDY ANURAK

ON YOUR AUSTRALIAN CITIZENSHIP

I came to Australia in 2008. I was very excited with the new culture and environment. One of the things I truly enjoyed then and even now is that the Australian people are so generous and easy-going.

I love the fair society embedded in Australia, where people are treated with respect, equality, and fairness. The longer I live in Australia, the more I fell in love with this country and its people.

After I completed my master's degree in Australia, I was very lucky to get a great job with AKD in 2018 which also helped me on my journey towards my citizenship as well as developing my skills and knowledge further.

I was eventually granted a citizenship this year. It is both an honour and a privilege to become an Australian citizen and now call this country my home.

Much appreciation and thanks to AKD and all colleagues and friends for your contributions in making me a proud Australian. I sincerely appreciate all the support from AKD and everyone.

Eddy Anurak
Application Administrator, IT



Colac Otway Shire Mayor Chris Potter awarding Eddy with his Australian Citizenship.

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

**Welcome to
the TEAM**



AARON VAN NIMWEGAN
MAINTENANCE
CABOOLTURE



ADAM BLACK
TRUCK DRIVER
COLAC



AMBER HEALLEY
FINANCE
COLAC



**CHEVY
MCLEISH-HILDER**
DRYMILL - YARRAM



CHRISTOPHER ROOSA
DRYMILL
PORTLAND PINE



CLAIRE CARPENTER
MAINTENANCE
CABOOLTURE



CRAIG KARRANI
PRODUCTION MANAGER
COLAC



DANIELLE SMITH
DRYMILL
YARRAM



GLEN BENNETT
PALLING MILL
YARRAM



GORDON NELSON
GREENMILL
IRREWARRA



GREG ARMSTRONG
MAINTENANCE
CABOOLTURE



GREG MCGRATH
DRYMILL
CABOOLTURE



JAYSON ARCHIBALD
GREENMILL
CABOOLTURE



MARK JONES
TRUCK DRIVER
GILMORE



MATTHEW PETERSEN
TRUCK DRIVER
COLAC



MOHAMED NISHAN
DRYMILL
COLAC



MOHAMMED AHMED
GREENMILL
COLAC



MUZHAFAR AHMED
DRYMILL
COLAC



ANDREW SLEVIN
PRODUCTION
JELFOR



ANH VU
GREENMILL
COLAC



BEN WYSMAN
ELECTRICAL
TUMUT



BRANDEN JACOBSON
DRYMILL
COLAC



CARLEE DARE
GREENMILL
COLAC



DIMI HUGHES
IT PROJECT MANAGER
CABOOLTURE



DOMINIC PENRICH
DRYMILL
CABOOLTURE



DUDLEY TANTON
MAINTENANCE
CABOOLTURE



EDWARD LANGLEY
DRYMILL
COLAC



EMERSON KLEIDON
GREENMILL
CABOOLTURE



JORDAN CORDELL
DRYMILL
CABOOLTURE



JOSH JEFFREY
DRYMILL
CABOOLTURE



KENNETH TSANG
RESOURCE ANALYST
COLAC



KYAN BROWN
GREENMILL
COLAC



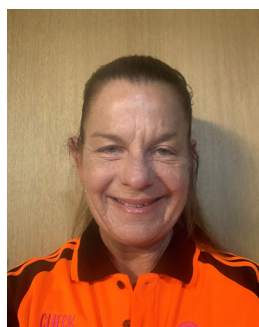
MALCOLM MCDOWALL
GREENMILL
COLAC



**NICOLAAS
VAN NIEUWENHUYSEN**
DRYMILL - CABOOLTURE



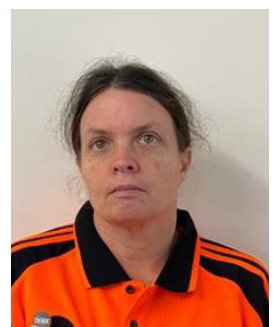
PAUL HARTUNG
GENERAL MANAGER
OPERATIONS



RACHEL SCILLELY
HEALTH & SAFETY
CABOOLTURE



RACHEL ZALEWSKI
DRYMILL
CABOOLTURE



RAELENE NOWAKOWSKI
DRMILL
CABOOLTURE

Welcome to
the **TEAM**

CONTINUED...



RICHARD WAGNER
GREENMILL
YARRAM



RODNEY MCGEE
DISPATCH
COLAC



RORY REID
DRYMILL
CABOOLTURE



RYAN DITCHBURN
GREENMILL
COLAC



RYLIE KIDSTON HALL
DRMILL
CABOOLTURE



SAMUEL NATTY
PRODUCTION
JELFOR



SARAH LINDSAY-FIELD
HUMAN RESOURCES
COLAC



SEAN DALTON
GREENMILL
COLAC



SIERRA SCOTT
DRYMILL
YARRAM



STUART CONWAY
MAINTENANCE
CABOOLTURE

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Graham Taylor	25	SAL	NSW
Matthew Taylor	25	SAL	NSW
Jeffrey Clarke	20	KIL	COL
Daniel Booby	15	SWS	TUM
Neville Cook	15	TTP	COL
Dan Delahunty	10	R/M	COL
Shaun Brennan	10	RAM	CAB
Andrew Stevens	5	DMD	COL
Clinton Toulmin	5	RAM	COL
Cory Grierson	5	SAW	IRRE
Emma Methven	5	DMD	COL
Nabeel Habeeb	5	DMA	COL
Nicholas Waterhouse	5	CTD	COL
Paul Shurvell	5	ELE	COL
Rabin Tamang	5	DMA	COL
Scott Crampton	5	GMT	TUM
Tibor Csolle	5	RAM	COL

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





RESPECT @WORK

KNOW WHERE THE LINE IS

BULLYING - IT'S NOT PART OF THE JOB

STAND TOGETHER AGAINST DISCRIMINATION

SEE - REPORT - SUPPORT

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

The Wrap-Up



One of our five pillars is Zero Harm and as a pillar it is also a target, and yes, it is an ambitious goal. To aim for a target that is not zero is to say that we accept injuries or incidents in our business, I do not accept that as being ok!



The thing about our Pillars is that they are all interrelated, a zero-harm philosophy is about having a long-term view combined with a high performing culture that is relationship focused.

What is at the heart of an effective relationship driven high-performance culture? I believe strong communication, trust, and "respect", amongst other factors.

We think about your Health and Safety, as a collective responsibility, being physical safety, as well as psychological safety, and that is why in November we launched the "Respect@Work" program.



Respect@Work is our program to make AKD a safer place to work, as we continue to define who we are as a company and team, and as we identify expectations from each other. In addition, we want to be continuously improving AKD as a workplace to enhance the enjoyment and satisfaction of work.

We have approached this opportunity as a positive, this is not a negative. Respect in the workplace is about what we need to do collectively to create a safe workplace for everyone. We have provided a range of education and training tools to support everyone on this journey. As we strive for our goal of a zero-harm workplace.

The reason we have focussed on the word "Respect" is that it is a positive action/activity word rather than being about a whole lot of don'ts. However, we are being very clear about what behaviour and actions are not acceptable.

As a company we value Diversity, and we want an inclusive accepting environment, and we think this happens through an environment based on "Respect". We value and embrace diversity as it brings new ideas and perspectives and broadens the knowledge and experience base, it makes AKD a better company and a better workplace to work, learn, grow, and develop.

Diversity is not just gender but includes age, ethnicity, opinion, experience, religion, sexual orientation, personal interests, family backgrounds. This list continues, anything that makes us as individuals unique, is diversity.

Now it's time for the uncomfortable part of the conversation.

We want a business that is free of discrimination, harassment, and bullying. We have had incidents in the past, and I hate admitting to that, but we have had occasions where employees have made complaints about other employees for good reasons. We have followed up with these complaints and the outcomes are varied and always difficult. The victim usually has to relive and share the issue and the accused is usually shocked, embarrassed and or suffers a significant disciplinary outcome.

As the CEO who is also a father, a son, a brother, a parent, an uncle, a friend, a neighbour, I view our responsibilities very clearly. I want an environment that is safe and inclusive for every single individual, this is our collective responsibility.

If you are being bullied, harassed, isolated, or discriminated against, I encourage you to come forward to a HSR, team leader, supervisor, site manager, an executive (including myself) or our Employee Assistance Program (who you feel comfortable with), **your safety matters.**

I encourage everyone to embrace diversity, new ideas and different perspectives, remember **Respect@Work**. If we all collectively contribute to positive step changes, we will continue to improve our working environment and experience.

**See.
Report.
Support.**

Shane Vicary
CEO

