

THE SP L N T E R



*Farewell
to a
Legend!*



Steve Baudinette retires
after 40+ years at AKD.

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AKD EMPLOYEE NEWSLETTER

EDITION 48

NOVEMBER-DECEMBER 2022



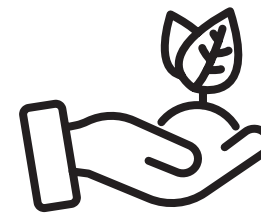
109
FIRST AID OFFICERS



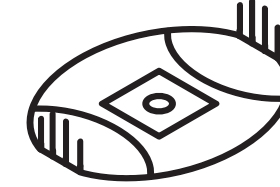
10,158
SERVICE YEARS
COMBINED ACROSS
ALL EMPLOYEES



73%
ZERO HARM
DAYS



957,000 SEEDLINGS
WERE PLANTED ACROSS **695ha**



THAT'S EQUIVALENT TO PLANTING
421 FOOTBALL FIELDS

121
*Lumber
Legends*
WERE CELEBRATED
THIS YEAR

251

APPLICATIONS FOR
THE 2023 NATIONAL
APPRENTICESHIP
PROGRAM



WE SOLD APPROXIMATELY
ENOUGH AKD STRUCTURAL
TIMBER TO BUILD

26,189

AUSTRALIAN TIMBER
FRAMED HOMES

THAT STORE
230,461
TONNES OF CO₂ FROM
THE ATMOSPHERE



THAT'S
EQUIVALENT
TO TAKING
86,639
CARS OFF THE
ROAD THIS YEAR!

2022 AKD ROUNDUP

160
TRADES PEOPLE
ACROSS OUR
BUSINESS PLUS
55
APPRENTICES



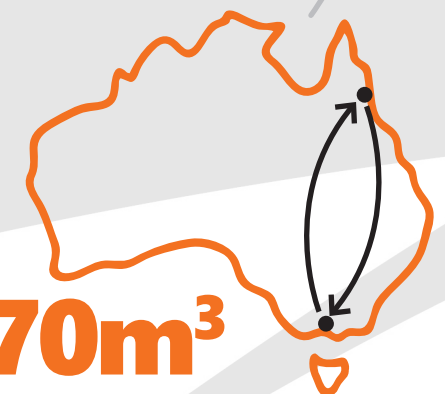
5138
FOLLOWERS ACROSS
OUR SOCIAL MEDIA



1,022,070m³

FINISHED GOODS PRODUCED
WHICH, WHEN PLACED END
TO END, WOULD CONNECT
MELBOURNE TO CAIRNS AND
BACK, WITH LEFTOVERS!

*BASED OFF FINISHED GOODS BEING 100x40x6.0



AKD Health and Safety

with Toni Kirkup
National Health & Safety Manager



Yayyyy – we finally made it and what a year it's been!! To say we have had another busy year would be an understatement, wouldn't it? I think EVERYONE is ready for a break (and you absolutely deserve it)!

I am really looking forward to this Christmas. I have nothing planned, other than enjoying time with my family, recharging the batteries, and overindulging on yummy food.

As we make our way into the Christmas break, it is important to remember what safety means to you – safety is about protecting you FOR something....your why (your family, your pet, your hobby).



Like every business of our size and complexity, we have had some wins and we have had some challenges – I love the wins (who doesn't), but I also don't mind the challenges, they help us improve, think about things differently and challenge the way we do things.

We saw some new faces join the Health and Safety team during the year. I am really excited to have more depth within the team and looking forward to seeing great things from them as they help to provide support across the business, making AKD an even safer place to work.



Greg Levinge
H&S Manager –
Caboolture



Cameron Grant
H&S Manager –
Colac

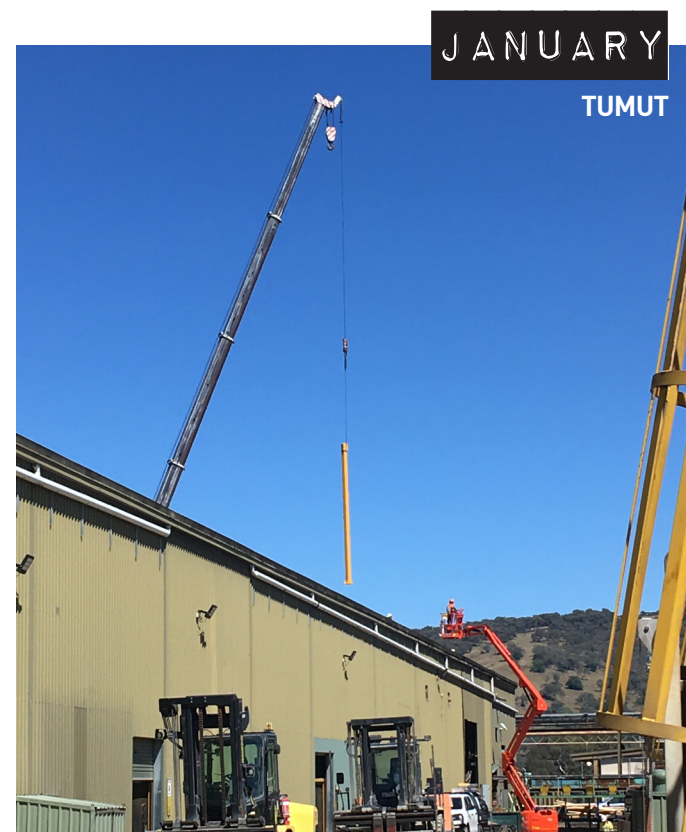


Kirsty Stuart
H&S National
Systems &
Training Manager

We often talk about our goal of 'Towards Zero' and there are always comments around 'that's just not achievable'. Yes, disappointingly we are still seeing too many injuries throughout the year – but it is important to recognise that it is achievable – we achieved Zero Harm for 73% of the year.



Some of the key activities that we worked on throughout the year....



We have been rolling out the Drug & Alcohol Testing Standard across all sites (bar Tumut, which is currently underway). It is really pleasing to see a process that was undertaken with employee, union and management representation and done so in an incredibly positive and supportive manner. The purpose of such a program is to not only assist us in providing a safe workplace, but a program that is designed to help and support anyone within the business that may have a drug or alcohol issue.

The introduction of the Critical Risk Program, designed to heavily focus on those risks we have within the business that have the potential to result in serious injury or fatality. While we can't always eliminate these from our operation, the Critical Risk



Program drives us to continually review and improve our processes.

The VoC (Verification of Competence) was rolled out, aimed at our mobile plant operators to ensure their skills and knowledge are maintained on a more frequent basis.

Sites continued to face challenges associated with CoVid-19. State requirements differed, manning levels were impacted, mandated vaccination (Victorian sites) and operational changes with regards to hygiene practices, social distancing, etc.

Whilst this pandemic has challenged us all both from a business perspective and personally – the way in which everyone adapted to the changes and supported the business was a defining moment showing just how strong the culture is within AKD.

AKD took the day out across the nation as part of our Wellbeing Program to focus on mental health and wellbeing. Each site had some pretty cool guest speakers, and Martin Heppell of The Resilience Project taught us some strategies to support our wellbeing through Gratitude, Empathy and Mindfulness.



In the background, the H&S Team have been working on improving our systems and structures and are currently focused on enhancing health and safety training.

It's been another massive year for everyone – but it's time to enjoy whatever you have planned for the Christmas break and recharge those batteries for what will be another big year ahead. Remember, safe at work AND at home (we have prepared a few Christmas safety messages throughout this article).

From me to you, I wish you and your families a very Merry (and safe) Christmas!

CABOOLTURE

AROUND THE GROUNDS

Firstly, I just want to say a huge thank you to everyone involved in supporting the Caboolture site during 2022. Our local and national AKD team members, contractors, local community and other support networks have all played a part in what it has been a year filled with many challenges, successes and memorable moments.

As we reflect on the year just done, a standout for me in my short time in the business is the way people pull together through adversity and simply get on with things. The Caboolture team has ridden every wave of emotion this year, yet they continue to be positive, smile and look forward to the next challenge. The site has evolved in many ways throughout the year and not only looks and feels different, but also has a growing wave of the next generation of team members as we have welcomed many new people to the site.

We started the year as all Australians did, exiting from the pandemic and trying to work out the new normal. Queenslanders had it a little easier than some of the other states throughout the prior couple of years, but as the borders opened up a wave of Covid-19 cases was experienced which saw team numbers impacted; everyone chipped in to support their teammates through a high absenteeism period.



FEBRUARY

Just as things started to settle down in February our region was declared a natural disaster zone post the devastating Brisbane floods. The site certainly took a hammering and was closed off for a short period while the area was cleared and able to be re-entered.

The admin building was worst affected and needed a refurb over the next three months with all admin staff being relocated to other areas. Credit goes to everyone for working through this challenging period and again adapting to changing conditions. Pleasingly, no one was injured or severely impacted.

Throughout this whole period there was also construction work going on as the projects for the new CDK and Pellet Mill started to kick off. These projects were experiencing delays and challenges sourcing contractors and equipment due to the floods and other activities, and became a bit of a distraction while everyone got used to the ongoing changes to the site. Both projects have continued to take shape throughout the year and we close 2022 with a massive change to how the site now looks, with new equipment and work areas in place.

We had people changes at all levels across the site and welcomed over 100 team members to AKD Caboolture's Orange & Black army in 2022. The effort by so many people to support the new starters was remarkable. Being part of the 2022 cohort myself I can say that you get welcomed everywhere and straight away feel part of the team.

We also had several people leave the business and wished them all the best for their futures including some special retirees.

- Ian Jennings – 34 years
- Walter 'Jimmy' Zeilke – 34 years
- Andrew Tough – 20 years
- Paul Smith – 38 years
- Wayne Hart – 33 years
- Raymond Lattimer – 38 years
- Gregory Moule – 27 years



Ian 'Pommie' Jennings, left, and Walter 'Jimmy' Zielke.

AUGUST



Bridge to Brisbane 'Team 22'

The Lumber Legends came back in full swing with four people inducted at an evening of great memories, laughter and entertainment. We also saw 34 people reach service milestones of between 5 and 35 years' service during 2022, which is an achievement to be proud of and shows what a great place this is to work.

Each year we continue to take further steps forward with our safety, and although we did have several incidents, I think we are certainly seeing an improved awareness and appreciation for the importance of taking care of ourselves and looking out for our teammates. We will continue to run focused programs on critical risk areas and maintain our commitment 'Towards Zero'.

I encourage everyone to reflect on the year that was and use the learnings we've had to set a solid foundation for 2023 where we have many exciting things planned. We will see the current projects completed and new ones start, we will introduce more new team members, we will see our product range grow and volumes increase, and we will continue to celebrate our successes.

For now, have a safe and enjoyable festive season and take time to refresh surrounded by your loved ones. I look forward to working with you all next year.

Congratulations and recognition goes to the many other individual and team achievements that have helped shaped the year.

Andrew Wilson
Caboolture Site Manager



OCTOBER



Caboolture Jobs Expo – Expertly presented by Lilly & Paige

OCTOBER



Pinkup Pancake Chefs Jordon Weatherly, left and Dennis Gould.

COLAC-IRREWARRA

AROUND THE GROUNDS

Unfortunately, our unwanted companion COVID had an impact on our people and our operations at the start of the year, with up to 27 people off work at any one time for COVID related absences. The most noticeable and visually significant event was the cleanup of the maintenance workshop at Colac. The maintenance team did a great job in commencing with the first "S" of 5S being "Sort".

Another win was an activity that started from an upset condition. During January a bandsaw on the quads broke due to a process issue. The last time this happened we injured an employee during the cleanup. This time however the teams implemented the learnings from the last event and executed a cleanup and recovery that was injury free. A great example of the production, maintenance and saw doctor teams working together and learning from past events.

March saw lots of activity around laying out concrete around our yards with Jayden Angus and his team getting even busier from taking advantage of the weather window.



At Irrewarra we rolled out the Lead and Lag measures to identify and measure the activities that are in control of the team and that drive the Lag results. The team there are strong believers that if we do the little things well then, the big things soon fall into place.

The installation of the of the new Drymill strapper saw an improved reliability in the wrap and strap area along with the upgrade of the Greenmill Edger Picker fingers and main Chipper replacement which resulted in a far superior system to what was previously there. Both project teams and employees were tested with these updates but with persistence and teamwork all have resulted in higher productivity.



Unfortunately, we saw the closure of the EWP/Finger Jointer section in August, due to the critical piece of plant failing and with parts unavailable the decision had to be made to withdraw from this market and temporarily send docking material to Tumut for further processing until the Drymill Timsaw is installed in 2023.

'Wheels for Logan' was ran in August to raise funds for Jason Dunlop and his family to purchase a car suitable for their child who has special needs. This was a fantastic initiative and to see the way the site rallied around a great cause was heart warming. Together we raised the total amount for them to purchase the required car NDIS had set for the modifications.



The Dunlop's and their new wheels.

In September I was welcomed back to the Colac site as the Acting Site Manager before accepting the role of Colac Site Manager in October, giving Hamish a well-earned break from filling in.

The Colac Greenmill has put together a Team called Project 150 to focus on achieving 150m³ per hour out of the Colac Sawmill which is already resulting in real improvements.

A project team was formed to focus on phase 1 Drymill upgrade with Richard Pierce doing a great job of pulling the team together and making solid plans for the eventual commissioning in September 2023.

A lot of very hard work started to be rewarded in the Quality and Fibre recovery arena thanks to the hard work and persistence of Nick Murray, Neil Hunter, Steve Lusher, Dan Delahunty and their respective teams and co-workers. Large sums were being lost in sawmill recovery in particular and AKD owe a dept of gratitude to these employees.

The kilns also finally got a dedicated supervisor in Jared Pietsch and Daryl Lawrence which saw solid improvements in the Kiln Drying area

In November the Lumber Legends returned after a break during Covid. We celebrated the achievement of some real legends and welcomed new members of those who reached their 20-year milestone with AKD.

Irrewarra past a significant milestone during November clawing back a huge budget volume deficit. It was nice of Steve to comment on Mick's behalf but the team pulled it off so a huge well done is owed to the Irrewarra team.



Colac Greenmill received a new outfeed system to the Schurman Edger

This brings us to the lead up to Christmas, personally I am wrapped to be back in Colac and while impressed with where the team has come in the two years I have been managing post and poles, I'm more excited about where the site is heading. With talent and commitment evident everywhere you look and with plenty of great projects lined up for 2023 it's gong to be a great year ahead.

So, on behalf of myself and my family wish all AKD employees a Merry Christmas and a safe and happy New Year.

John Browne
Colac Site Manager



Stay safe this Holiday Season

CHECK LIGHTS

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

WATCH YOUR STEP

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

TURN OFF LIGHTS

Turn off all tree lights and decorations when not in use.



TUMUT-GILMORE

AROUND THE GROUNDS

SAFETY

Another year gone way too fast. Great work in the safety space with a safety focus each month and continual push on upgrading our systems to provide a safer workplace. Unfortunately, we have still injured people with numerous first aids medical and lost time injuries. We need to continue to challenge each other's behaviours, reports hazards and near misses, these are free learnings we get to eliminate injuries in the future. We have lots of new starters that have joined us this year, please continue to welcome and support them, a new set of eyes to ensure we keep each other honest and not get complacent around safety.

2023 will again be a challenging year where we will be continuing to look to improve our plant and processes as we strive towards our goal of Zero Harm.

On a sad note, we lost two great individuals in John and Kyle. Our support still goes out to the families, and we will be thinking of them over no doubt a tough festive season.

THINK safe, WORK safe, BE safe!



Biggest Morning Tea

PROJECTS

Horizontal Shape Saw (HSS)

The HSS project has been progressing well, first stage approvals have passed, and excavation commenced. All high voltage and transformer modifications have been completed. Equipment has been delayed and should land on site May 2023. Commissioning planned for late July / August at this stage.

Gilmore Distribution Centre (DC)

The Gilmore DC is now fully functional. Distributing to approximately 100 bunning stores across NSW and ACT. To complement this DC, we now have 2 AKD fleet trucks and another on the way.



Boiler Electrostatic Participator (ESP)

We have placed an order for ESP which will be commissioned in 2024. This unit will bring the emissions down on the 20mw boiler to meet new legislative conditions and work towards a cleaner environment.

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

PRODUCTION

2022 has been an excellent year for production. All sections have been on plan and with additional log that has been resourced the business has been able to make more finished goods available for market. We have had numerous challenges throughout the year, Covid continues to hang around, not as much of an impact as 2021. Wet weather - it's been a really wet year. This has hampered some log deliveries. First time in my career they shut the forests for a day due to the saturation of the ground.

This wet weather has obviously impacted the market in the last quarter. Landscape sales have reduced drastically. No one is doing and landscaping or gardens



due to the wet weather. Floods across especially northern Australia has affected numerous businesses not to mention family's which is devastating.

We continue to bring in feedstock from Oberon, Colac and Caboolture which has lifted throughputs and places us well above budget. With the additional volumes have allowed the Greenmill to run on some hours afternoon shift and propped up the dry mill volumes.

It's has been a challenging but great year!

I'm sure everyone is looking forward to a well-earned break. From myself and my family have an enjoyable Christmas and New Year celebrations, be safe. I look forward to seeing you in 2023.

Rab Green
Tumut Site Manager



Tumut Apprentice Electrician Dylan Bates and Kiln Operator Courtney Power



Santa Kelso playing his part for the community.

Stay safe this Holiday Season

ROAD TRIPPING Check your vehicle before travelling, be well rested, no need for speed, don't drink and drive.

AUSSIE SUMMER Slip, Slop, Slap, Seek, Slide.

WATER SAFE Always watch the kiddies around water.



YARRRAM

AROUND THE GROUNDS

Hard to believe it but is time again to reflect on the year just gone! As a general comment I am really proud of our Yarram team as we continue to strive for zero harm and maintain a successful site that delivers quality products to our customers.

The year started with a bit of struggle for log supply but quickly saw this improve and allow the site to hit it's straps. We had a surprise announcement from two of our long term employees Rachel and Michael Collins that they snuck off and got married. Both Rachel and Michael both share a passion for fishing and if it ever stops raining and blowing a gale down here, the year will be topped off with some quality time on the water for these two.



Newlyweds Rachel and Michael

The Yarram site continued it's safety journey with some great safety improvements on the site this year with the removal of some dangerous large trees in our carparking area. Later in the year we introduced a new walkway that has greatly improved safe access around our site. The number of comments I get from visitors on this improvement is amazing. During the year we also progressed significantly with fencing and guarding improvements around the site and will continue to kick this along in 2023.

This year we introduced a number of recycling programs to site. We are now recycling paper, cardboard, clothing and old gloves. In recent times we have also began recycling waste wood products that cannot be used on site. This was previously burnt and now is ground up into a natural pet litter product made locally in Gippsland

Some of our aging mobile plant and vehicles this year.

The first of our old L120 loaders was replaced with bigger, safer L150 loader with the second machine planned for March 2023. We replaced a Sawdust truck that would have been more at home in a Mad Max film and replaced our site maintenance utes that were decades old. In December the oldest of our Forklifts was replaced after a 12 month wait!

We said goodbye to some staff this year and also welcomed a lot of new personnel to the site. Shamal Ichharam our new Finance Manager has fitted in perfectly and is providing our Yarram site with some welcomed financial guidance. Tanya Jones started early in 2022 replacing Jenny Kay who gave the Yarram site 15 years of service. Like Shamal, Tanya has been great for the site and has been busy increasing our footprint in the local community, improving a number of systems at Yarram as well as doing a multitude of extra jobs.

After 15 years, we had Hank Norman our Greenmill Manager leave the business and although a large loss, we have seen Richard Wagner come into this role with years of Sawmill experience. We look forward to what Richard and his team can do with the Greenmill in 2023.

Our July shut kept our people very busy as we replaced large sections of the material handling system for the burner as well as the floor in the burner. The Hewsaw chippings heads at end of life were all replaced as well. Big jobs, well organised and done well by the team.



James Allan (JJ) and Jarrod Grant

NOVEMBER



November at Yarram saw the local show hit the town and we saw this as a great opportunity to the AKD name out and about the local community. Tanya arranged for AKD to set up an exhibit with a video and material. Thanks Tanya for spending the time to make the site look so fantastic. It was great catching up with the local community and very rewarding to show off the technology and breadth of the AKD operation.

As we move into the Christmas break for most, our maintenance and project team get ready for a busy shut period. The MPM scanner heads will be replaced with the latest version, and we will update the software package to the newest version. We have the beginning of our Kiln system upgrades planned which will see the end point determination system Drytack installed. These two jobs are part of host of jobs to get our site ready for great 2023.

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

Glen Davis
Yarram Site Manager



JANUARY



BEFORE



AFTER

OCTOBER



Stay safe this Holiday Season

ENJOY but there is a limit (alcohol)

TIME TO OVERINDULGE Be mindful of food prep, hygiene, reheating leftovers

PLAN AHEAD Designate a sober driver



POST AND POLES

AROUND THE GROUNDS JELFOR

2022 – another year almost finished!! Here at Jelfor, 2022 has seen many challenges but also plenty of positive stories as well.

The year started with a delivery of a re-furbished log loader which has made it easier on our operators as the capacity to load logs increased. The key earning from this was that as a site we need to have equipment that is suitable for the role and not accept sub-standard equipment.



OPEX concluded mid-year and as a group we have seen real benefit in how we understand ourselves, the way we operate and the way we lead our people. I am sure those that have participated have found some very valuable tools and learnings from it. I have challenged all employees on site this year to question what we do and how we do it. It's not about re-inventing the wheel but sometimes finding an easier and more efficient way to perform a task.

The weather here, like I'm sure most sites along the Eastern Seaboard, has been intense to say the least. Works to our log yard which took many months last year to complete have significantly deteriorated in a matter of weeks due to the weather conditions which has resulted in our log yard has been reduced to 40% capacity for most of 2022. I must say a huge thank-you to all the operators, but especially Tony Wilson who has taken it in his stride and keep the logs ticking over.

Safety at Jelfor is always at the forefront of every employee's mind. From stretching in the morning before work, to filling in SLAM's and reporting hazards on site, we continue to actively promote a



safe working culture. Having walkaround safety interactions has also seen an improvement in areas we often take for granted, such as housekeeping.

Many of the AKD monthly focuses have proved rewarding as we have reviewed our on-site processes and made changes through consultation with employees. Thank you to Graham Clarke for your assistance and knowledge in making Jelfor a safer workplace. There is always more that can be accomplished in the safety field, and we will continue to keep working at this until "no-one" is hurt on site.

In the sale area we have seen our good months along with our not so good months. While much of this is seasonal and weather related, we have been building on the current customer relationships we have. Competition in the post and pole market is red hot so working with Portland Pine more than ever this year has seen real benefits for both sites.

With the recent flooding slowing receding, we are planning for a big start to 2023. Having two sites working together harmoniously certainly would not be possible without the help, assistance and guidance of Sales Manager, Damien Simson and Portland Pine Site Manager, Daryl Hann.

Jelfor unfortunately will lose a few employees at the end of the year due to retirements and others moving on to new adventures. To those employees we thank you for the contributions you have made at Jelfor, and we wish you all the best in the future.

I would also like to personally thank Post and Pole General Manager John Browne who has transitioned into Colac's Site Manager. What 2022 produced for Jelfor, at times has been scary, frustrating, and rewarding on so many levels but you have always made it "fun". I personally have learnt a great deal

from you and will miss our in-depth chats about everything and anything. I won't miss the reminders to clean my messy desk!! From all of us at Jelfor, many thanks for your guidance and leadership and good luck at Colac!

Finally, to everyone at AKD, from all of us at Jelfor, we all hope you have a great Christmas with your families. Please stay safe and we look forward to seeing you again in 2023.

Benjamin Bailey
Site Manager Jelfor



PORTLAND PINE

It has been a busy year here at Portland Pine.

Early in the year we received a new loader on site, largely due to the availability of log supply, transitioning from 1.8m – 3.6m and now receiving 3.9m – 4.8m logs. Then our old site truck was well overdue for retirement, so PPP were very welcoming of a new fleet addition. This was received just in time as sales inquiries from Western Australia started rolling in. Having the extra truck on site made a big difference, being able to keep the dispatch crew busy.

We were also busy keeping up with training. Site leaders finishing OPEX and employees selected to complete forklift and bobcat licences, confined spaces, working at heights, EWP, CPR refreshers to keep first aid certificates valid, mental health first aid training, specimen collection training to uphold the drug and alcohol policy, the list goes on and as we are all aware, is never ending.



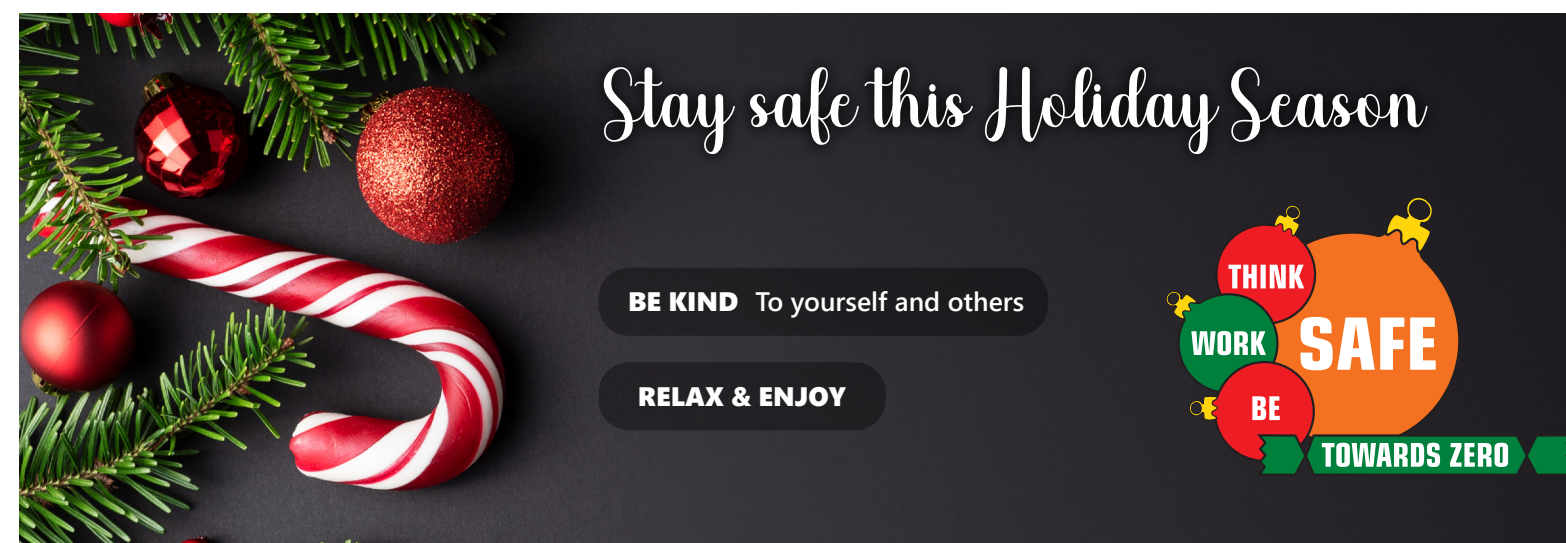
Portland Pine along with everyone else have had a big year of ups and downs. We battled along with Covid still causing chaos, state-wide flooding, and the rise on cost of living causing increased staff turnover as people chased 'the bug bucks' to support their families more comfortably.

We had key people such as Louise Haluska and John Browne move onto other things. Louise deciding it was time for a new chapter, sadly missed but we wish her all the best for her future, and John became so much of the PPP family that him taking on the Colac site manager position, will leave a space I am not sure just anyone could fill.

But the ups were seeing our crew pull together and the boost in moral that we all needed when employee numbers were low, we have had engagements, PinkUp October was fantastic, our apprentice Lindsay won an award, a couple weddings to come early in the new year and we leave this year behind as we head into a greatly deserved holiday.

On behalf of all staff and employees at Portland Pine, I wish you a very Merry Christmas and a Safe and Happy New Year!

Daryl Hann
PPP Site Manager



BE KIND To yourself and others

RELAX & ENJOY





On Friday 25th November I was privileged once again to attend the Colac sites Lumber Legends Dinner held at the Colac Bowling Club by the Lake. I always look forward to this dinner where employees are recognised for 20+ years of service to AKD.

We welcomed eight new inductees to the Lumber Legends; John Dunlop, Grant Light, Neil Osborne, Ross Maw, Cam Percy, Shane Black, Jeffrey Clark and Liam Buchanan, all completing their 20+ years with AKD.

We also celebrated a massive 40 years of service to both Neil Harris and Steve Baudinette. It was a great chance to show AKD's appreciation to both Neil and Steve for their support to AKD throughout the years.

The presentation of certificates is a very personal event with Shane spending the time to introduce each person and how they contribute to the business. Entertainment for the night was provided by comedian Des Dowling, who gave us with many laughs and local band 'The Angus Duo' who gave us some great harmonies to sing along with.

Shane's recent article described a Lumber Legend as an individual who "inspires other and are admired because of their experience and ability". As I looked around the room that night those words rang true with people who have inspired me and others who I continue to admire.

For me personally I am proud to be a Lumber Legend and look forward to the next celebration welcoming more Legends.



Steve Baudinette and Neil Harris celebrating 40+ years



New inductees



Colac Lumber Legends

~ 43 YEARS ~
Steve Baudinette

~ 42 YEARS ~
Neil Harris

~ 38 YEARS ~
Rodney Fridey

~ 37 YEARS ~
Robert Newton

~ 35 YEARS ~
Anthony Maxfield

~ 29 YEARS ~
Warwick Hamer
David McGuinness
Mark Henriksen
Jo Foster
Matthew Laity

~ 28 YEARS ~
Simon Scott
Warren Evers

~ 27 YEARS ~
Ashley Britton

~ 25 YEARS ~
Michael Abbott
Pahulu Maea
Philip Norman
Ian Gill

~ 24 YEARS ~
Troy Kidman

~ 23 YEARS ~
John Dunlop
Grant Light

~ 22 YEARS ~
Neil Osborne
Ross Maw

~ 20 YEARS ~
Cam Percy
Shane Black
Jeffrey Clark
Liam Buchanan

Farewell to a Legend - Steve Baudinette



with John Browne Colac Site Manager

Steve Baudinette is retiring and it's hard to believe that this man is really retiring!

Steve has been dedicated to AKD and the timber industry his entire working life. Steve started with VicTree in 1980 as a general mill hand stacking timber off the round table which he did for 12 months or so.

After serving his time on the Round Table Steve eventually moved into the Mill and became a Sawyer where he excelled and was eventually offered an apprenticeship as a Saw Doctor.

It was an interesting apprenticeship to say the least as he was also the only Saw Doctor at VicTree learning a lot by experience as well as travelling to Custom Saws in Brunswick and training under Ron Sallamino (the then owner of Custom Saws).

Steve eventually put on his first (and I'm sure he would say his best) apprentice in a young man and fellow AKD legend, named Matthew Laity (aka Fur).

When VicTree decided to build a new Mill at Irrewarra Steve and Matthew were instrumental in setting up the rigs and building up the new Sawshop.

Shortly after the VicTree sawmill build and commissioning AKD bought VicTree and Steve was asked to become the Head Saw Doctor at the Colac mill, looking after the Vislander line which he did for around 18 months before being invited to step into the Production Supervisor role within the Greenmill.

This appointment was the start of a long career in management which saw him eventually swap with the Drymill Supervisor (Craig Conway) in the Drymill and Supervise the Drymill and EWP which he did for some time.

Eventually Steve had the opportunity to manage the Colac Greenmill again shortly after the new Sawline was commissioned which he did well during that difficult post commissioning period.

Steve then moved out to manage the Irrewarra Site where, along with Mick Ritchie and the team, did a fantastic job getting the mill not only up to where it was previous to closing but way beyond in regard to safety, productivity and morale.

Although Steve will officially retire at Christmas time he has kindly agreed stay on one day a week until Easter and help mentor the next generation of Sawmill Managers coming through.

Steve will then move into a well-deserved, full time retirement so he can focus on the important things, family, golf, travel, his beloved Tigers and South Colac as well as the odd punt on a Saturday afternoon.

Please join me in wishing Steve all the best in his retirement and I know his enthusiasm, knowledge and discipline will be sorely missed and impossible to replace.



RESPECT@WORK

DIFFERENCES MAKE US HUMAN, RESPECT MAKES US A TEAM!

with Mark Costoloe
Training Manager



As part of AKD's responsibility and commitment to provide a safe and enjoyable workplace we rolled out our new 'Respect@Work Program' over the month of November. All AKD employees were involved in the activity, and we are extremely proud of everyone and their participation. It is programs like this which enable the established behaviours we all are required to demonstrate to fulfil our cultural expectations and underpinning our company pillars.

The program itself had four important topics that were themed:

KNOW WHERE THE LINE IS

BULLYING - IT'S NOT PART OF THE JOB

STAND TOGETHER AGAINST DISCRIMINATION

SEE - REPORT - SUPPORT

Everyone was involved with online training which focused on Sexual Harassment and the leadership group also completed group teams sessions with a Workplace Lawyer to better understand how they can manage and support a more respectful workplace.

There was also a lot of visual support for the program with posters and computer backgrounds. These have created good talking points and communication amongst all of our teams and it was great to hear this is taking place.

Our 'Respect@Work Program' is an ongoing program and will have a different focus each year. AKD recognises the value of diversity, respect and inclusion within our business, team and wider community. A Diversity and Inclusion Policy was implemented during the month in support of this.

I would like to thank a few people for making the program a success across the sites, Brooke McEwan, Caitlyn Barry, Sarah Lindsay-Field, Lilly Adamcewicz, Rod Sutton, Tanya Jones and all of the Site Managers.

Remember differences make us Human, RESPECT makes us a Team!



SERVICE RECOGNITION

25 Ian Gill YEARS AT COLAC

Ian has spent his whole 25 years at AKD Colac in the one area, the Kilns. Ian or "Gilly" as most know him by, started at AKD in 1997.

He says drying timber hasn't changed so much in the way it's done, just the processes have evolved with time. Shifts are now 7 on 7 off with a full week of 12 hour day shifts, then having a week off and then returning to do seven night shifts. While they are longer shifts, you get a decent break between them.

Ian and some of the other Kiln crew recently attended the lumber legends dinner where he said they had a great night catching up. Ian was presented with his 25yr badge and enjoyed the night with fellow kiln crew members of which there are a number that have now qualified for lumber legends.

Away from work Gilly enjoys living the rural lifestyle with wife Sue living at Barongarook West, south of Colac on the fringes of the Otway Ranges. Ian and Sue have 2 children, daughter Courtney and son Christopher, Ian loves nothing better than spending time with his grandchildren.

Ian is a CFA volunteer and has been a member of the CFA for a number of years attending major fires locally, around Victoria and also interstate. Ian is currently captain of the local Irrewillipe brigade and is involved in all aspects of the brigade. Ian's first callout and first time in a fire truck was the Ash Wednesday fires which was a major initiation into the CFA. Ian said that he is appreciative of the support AKD gives to the CFA and all emergency services.

Ian has been involved in the local cricket scene, starting at Warrion as a 12 year old, and transferred to Stonyford as an 18 year old. He played all his cricket at Stonyford over the years and only eased back about 8 years ago. Ian then started helping out umpiring and still umpires the odd match if time allows it.

"Congratulations Gilly, 25 years at the Colac kilns is a massive effort. You have been instrumental to ensuring our operations are safe, as well as providing critical advice as to how we can improve our kiln drying processes. Thank you for your hard work and dedication, and we look forward to more years to come."

Jared Pietsch
Kilns Manager

One of Ian's passions is the love of the outdoors, he enjoys spending time in the bush hunting, having spent some great trips away in the Victorian high country around Eildon, Howqua and Jamieson chasing deer. He also loves trying to lure high country trout onto one of his home-made flies, which he loves tying in his spare time. Not only does Ian love to chase trout, but saltwater species as well, especially Bream.

Ian is an active member of the Colac Field and Game and competes in club events, only recently he was a member of the winning team. He jokingly describes himself as an environmental vandal – Hunts, Fishes, Works at a saw mill and has a wood fire at home.

Ian is looking forward to spending as much time in the great outdoors as he can, and more time with his grand kids in the future.



Ian with grandson Jasper

15 Rick Cook YEARS IN NSW SALES

Rick Cook has been part of the NSW sales team for 15 years now, his knowledge, attitude and personality make him a valued and respected part of our team.

Rick tried his luck in the late 80's working on the line of a small timber mill in Sydney. After a few years he transitioned into sales working for BBC on the Central Coast. He was identified as a young leader and quickly began a pathway to managing a local BBC trade centre.

After eight years in the retail space Rick was poached by one of his suppliers and began to career in wholesale timber. He's worked for CCA Timbers, Pine Solutions, CHH and ITI over the years, giving him great product knowledge and customer focus.

As a younger man Rick's passions gravitated towards art, AFL and martial arts. Music was also becoming an influencer in his life and would become a great passion though the decades.

Most people close to Rick would know he's a self-taught guitarist and his vinyl record collection is extensive with bands like – The Claypool Lennon Delirium, Clutch and Gojira the headline acts all running off a state-of-the-art sound system...Bet the neighbours love you Rick.

Rick's family is a massive part of his life outside of work. He's a strong role model and support mechanism for his two adult aged children Jake and Taryn who both work in hospitality and are making their own mark on the world.



Rick with daughter Taryn

10 Andrew Bath YEARS AT COLAC

Andrew "Bathy" Bath started in 2012 in the Greenmill as a casual before moving into a full time position. Since then he has worked at the stacker/outfeed area and has a vast knowledge that he passes onto new employees.

For the majority of the time at AKD Andrew has been a first aider. Care and compassion is one of Bathy's traits and this shines through in his commitment and pride in that role.

He has two kids and three grandkids to which he greatly enjoys spending time with along with his a great passion for volunteering at the CFA. He has completed around 40 years of service, of which he has been the secretary for nearly 30 years, secretary and the communication officer for the wider Beeac group and he is also an equivalent of a union delegate for District 6.



AKD Christmas Colour-in Competition Winners



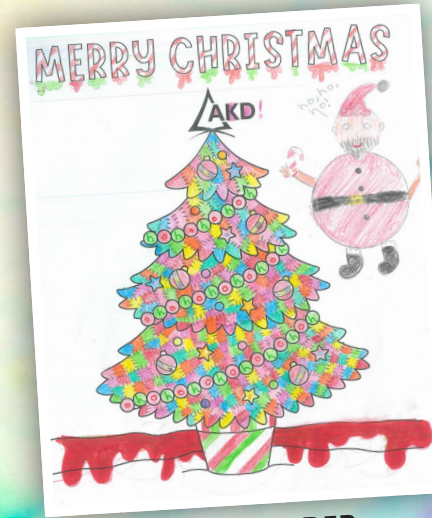
HARRISON BELL
AGED 6
CABOOLTURE



JOBE WEST
AGED 2
PORTLAND PINE



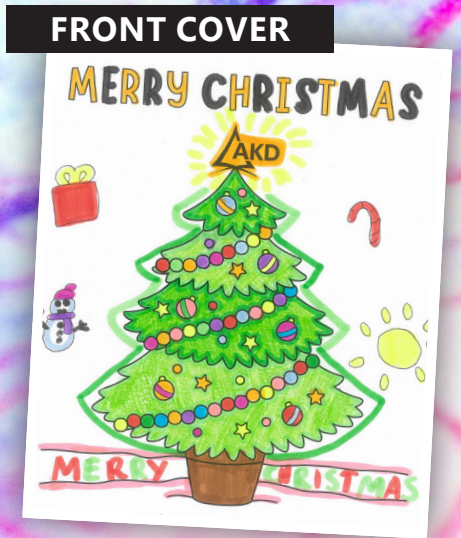
SCARLETT FLENLEY
AGED 6
TUMUT



VIOLET CALDER
AGED 9
CABOOLTURE



REGAN NORMAN
AGED 13
COLAC



ZAHRA MEADE
AGED 11
PORTLAND PINE



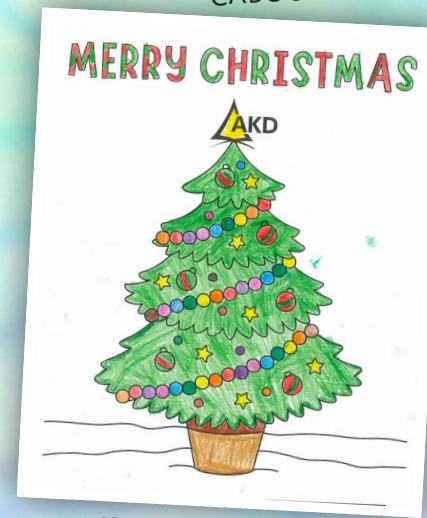
THEO FLENLEY
AGED 8
TUMUT



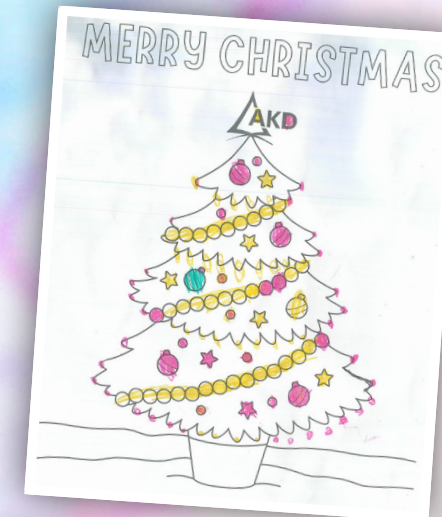
EMILY WARD
AGED 4
YARRAM



JOSEPH GARDINER
AGED 6
COLAC



INDIANA DEVITT
AGED 7
YARRAM



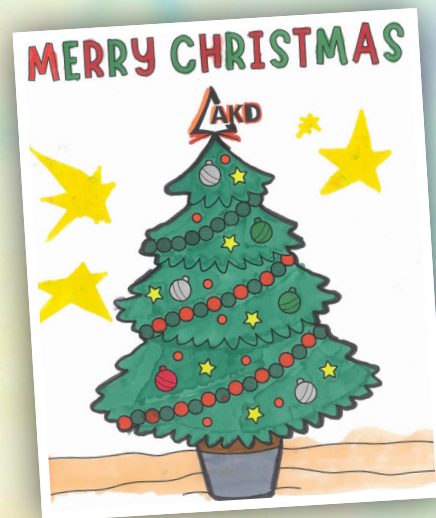
RAVEN CULLEN
AGED 2.5
CABOOLTURE



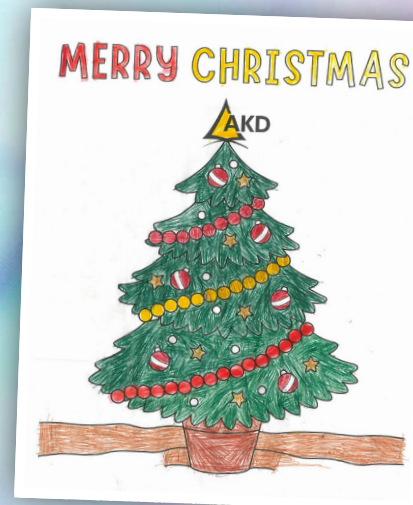
ZANDER H
AGED 11
PORTLAND PINE



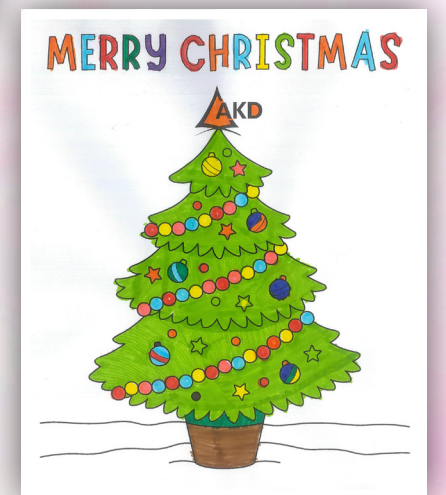
FLYNN SWANSON
AGED 4
COLAC



TRISTAN HUGHES
AGED 13
TUMUT



DYLAN WARD
AGED 10
YARRAM



CARTER ANDERSON
AGED 9
PORTLAND PINE



WISHING YOU AND YOUR FAMILIES A

Merry Christmas

AND A SAFE AND

Happy New Year



**NEIL
COOPER**

**GENERAL MANAGER
PROJECTS**



New to timber, I have been in and around mining, construction and manufacturing industries, both domestically and internationally for over 40 years. This experience confirms, I am old. During the journey I have worked on some really cool stuff with some "cracking" people and hope to continue this with AKD. I consider myself a lifelong learner, and I am looking forward to each day of my time with AKD being a school day.

My wife Ros, and I have recently moved to Toowoomba in preparation for a new, and hopefully last, house build. I am a native Queenslander but struggle with the cold winters (and spring) here. Ros is a nurse working in the occupational health field for three days a week and running "Grammy" day care for two days a week for our two grandsons, hence, the move to Toowoomba. Ros and I have three children, two grandchildren, and expectations of a further two grandchildren in the new year, though nothing is yet conceived, so to speak.

Recreational time is currently very family centred. It has been great to spend time with the grand kids, and equally great to hand them back to their parents.

For a karma restore, I enjoy motorcycling. It is a subject of some dissent in the household, that there is a limit on bikes, but alas, I only have two.

The forever bike is one we had in Europe which we covered many miles through Germany, Switzerland and France, though I am still in strife for the bike getting a ride back in the shipping container ahead of all the furniture.

I am still early in my time at AKD but am impressed by the passion and the opportunity in the business and look forward to adding some value to the team.



**Have you recently welcomed a new member to
your family, or have something to share
in the next edition of the SPLINTER?**

We'd love to hear from you!

Email news@akd.com.au or contact your SPLINTER rep:

NSW: Janice McDonald **QLD:** Rosanne Mollenhagen **YARRAM:** Tanya Jones
PORTLAND Jaimmii Jackway **JELFOR:** Kerrie Gabb **COLAC-IRREWARRA:** Rachel.Dennett



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



ADAM MCGRATH
TRUCK DRIVER
TUMUT



ALLAN DAVEY
ENGINEERING
MANAGER - COLAC



AMBER HUGHES
GREENMILL
CABOOLTURE



ANTHONY JORDAN
MAINTENANCE
CABOOLTURE



ASHLEIGH MILNE
DRYMILL
COALC



BRAD KEZIK
DESPATCH SUPERVISOR
GILMORE



COREY ROOSA
PRODUCTION
PORTLAND PINE



DARCY-LEE LAMB
DRYMILL
YARRAM



DAVID COWELL
LOADER OPERATOR
COLAC



ELLIE POWNCEBY
DRMILL
COLAC



GARY JONES
GREENMILL
YARRAM



GEORGINA GILBERT
DRMILL
COLAC



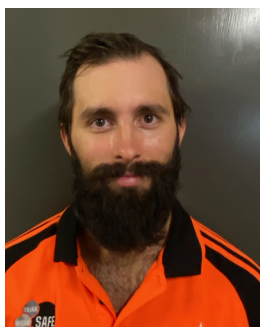
GODFREY LEWIS
MAINTENANCE
CABOOLTURE



HAYDEN JOHNSON
DESPATCH
COLAC



JASON BUCKLEY
PLANNER MILL
TUMUT



JESSE SHAW
GREENMILL
CABOOLTURE



KYE JOHNSTONE
DRYMILL
COLAC



LAWRENCE MISSEN
GREASING TECHNICIAN
COLAC



LOCHLAN FRENCH
PLANNER MILL
TUMUT



MARK ARSTALL
GREENMILL
CABOOLTURE



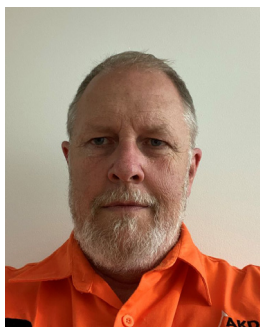
MATEO GUTIERREZ
STRUCTURAL
ENGINEER - COLAC



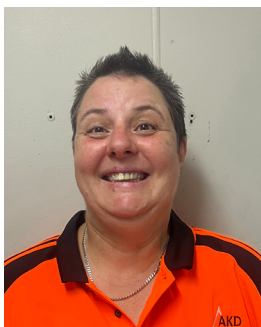
MAURICE MERRITT
GREENMILL
CABOOLTURE



MICHELLE FLEW
PLANNER MILL
TUMUT



NEIL COOPER
GENERAL MANAGER
PROJECTS



SAMANTHA MILES
GREENMILL
CABOOLTURE



SCOTT PARMENTER
TREATMENT
GILMORE



SHANE THOMPSON
MAINTENANCE
CABOOLTURE



TIM WEBB
MAINTENANCE
COLAC

HAPPY ANNIVERSARY

| NAME | YRS | DEPT. | SITE |
|-----------------|-----|-------|------|
| Jon Baker | 30 | GMT | TUM |
| Ian Gill | 25 | KIL | COL |
| Nathan Green | 25 | GMT | TUM |
| Rick Cook | 15 | SAL | TUG |
| Andrew Bath | 10 | GMD | COL |
| Thomas Sanson | 10 | R/M | COL |
| Cameron Percy | 5 | DMD | COL |
| Kyle Jeffree | 5 | RAM | TUM |
| Narayan Peacock | 5 | R/M | COL |
| Nicholas Murray | 5 | GTD | COL |
| Reegan Harty | 5 | R/M | COL |
| Renee Scott | 5 | DMD | COL |
| Tony Tyler | 5 | DMT | TUM |

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



The Wrap-Up



This Splinter closely follows edition 47 as we look to close out the work year and celebrate the holiday season.

In late November I had the joy of hosting the Colac Lumber Legends which was the first one for Colac in four years. We inducted eight new employees into the 20-year club and recognised a number of milestones including both Steve Baudinette and Neil Harris who have both passed 40 years' service. Recognising Steve was particularly poignant as he retires at the end of the year.

Recognising individuals in the "wrap up" is something I am cautious about as I don't want to insult anyone, or by failing to remember and acknowledge an individual, offend them. But today I want to acknowledge Steve.

The night was a fantastic celebration and for me personally was a really strong reminder of why we recognize and value the 149 employees at AKD who have completed 20 plus years' service. It's fantastic to be able to share the event with partners and I feel very honoured to be able to share the night with our Legends.

Steve is the type of employee I would happily "clone". He is driven, passionate, curious, persistent, caring and bloody knowledgeable. Over the years working with Steve, I got to see these traits in the way he approached his responsibilities and how he took on challenges. I excluded Steve from an opportunity several years ago which I still to this day regret as I forgot what he brought to the table, and I thought we needed someone younger to take on the role.

Steve has a massive heart and loves his Richmond team, his family and the South Colac Football Club and as such he brings those team and family values to how he approaches his responsibilities and leadership. Steve has a lot to be proud of in his considerable career at AKD, and the way the Irrewarra Sawmill has performed over the past six months as he prepared to hand the baton over to Mick is a great example. AKD is a better company because of Steve's contribution.

During the year another individual Brady Wicks also passed 20 years' service at AKD. Unfortunately, due to a quirk in how we record service, Brady's anniversary was missed, and he actually completed 21 years on 8th December 2022.

For me it feels very apt to recognise both Brady and Steve at the same time, we will get an article on Brady in due course. Brady is the A and E Manager at Colac and has also been instrumental (no pun intended) in Colac's growth and therefore AKD's.

Brady has passionately driven AKD's development in technology and investment in people, and like Steve, wears his heart on his sleeve and has similar personality traits that I admire such as persistence, intellect, work ethic, driven and curiosity. Unfortunately this also means he is bloody minded and direct, and not afraid to tell me or remind me when I have made a bad call.

Brady has a strong sense of personal responsibility and won't stop until he has figured an issue out or more importantly fixed it or improved it.

As I sit here and think of Brady and Steve, I think they have traits that are a bit old school. In today's day and age that could be considered an insult and there is no doubt that like all employees who are over the age of 40 and especially 50 have seen the workplace change for the better and have had to personally adapt. But some old school behaviours still have value for AKD.

Some of the traits that I admire about Brady and Steve, I would love to see more of. The focus on what really matters, the sense of responsibility, loyalty, a desire to consistently improve, and not satisfied with "why" but asking "why not", that driven curiosity. Finally for both Steve and Brady that investment in understanding the basics of sawmilling looking for simple pragmatic solutions first and valuing effort.

To AKD's Maintenance employees, another summer break rolls around and your effort during this time is appreciated and acknowledged. As you work through the break preparing the mill for the next year, I want to personally thank you, please take care, look after yourself and your workmates, don't take any risks and be safe.

To everyone else, have a fantastic break, it's been a big year with a lot of challenges, but we got there. Enjoy the time with friends and family, charge up your batteries, rest and recover. I am excited about 2023 and I look forward to getting into the year with you.

Shane Vicary
CEO

