

# THE SPLINTER

AKD EMPLOYEE NEWSLETTER

*AKD Leadership group  
on the Tjungu Project.*



AKD EMPLOYEE NEWSLETTER

EDITION 51

MAY - JUNE 2023



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## Let's get Social!

'AKDSoftwoods'   

Do you have an idea for the Splinter?

Could be an employee shout out, team collaboration, a competition you or a teammate participated in, local events AKD supported, fundraising activities and so much more.

Don't stress about the writing part, just reach out to your Splinter Representative below and they will do the rest.

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*The Splinter is AKD's employee newsletter... it's made for you!  
Help to contribute to what you read.*

# AKD OFFCUTS



**71,000+**  
emails are sent  
every month  
throughout AKD



AKD Timber  
and Chip trucks  
travel over  
**11,400km**  
per week



We have  
**23 David's**  
within AKD



Sawdust and shavings supply  
**over 77%** of AKD's  
energy demand per year  
across the business

## 2023 FOOTY TIPPING COMPETITION

### RND 15 LEADERBOARD



E = employee C = customer



1 <sup>ST</sup>	Joel Tamatea (C)	80	1 <sup>ST</sup>	Angus Koch Brown (E)	54
2 <sup>ND</sup>	Clint Fulton (C)	79	2 <sup>ND</sup>	Scott Parmenter (E)	91
3 <sup>RD</sup>	Trevor Riddle (E)	77	3 <sup>RD</sup>	Vince Nevin (C)	90

# Tjungu Project

with Eddy Chong  
National IS&T Manager



*In May, as part of our continued commitment to developing our people and their leadership capability, AKD, (along with 14 leaders from across the business), partnered with the Tjungu Project - a social enterprise that partners with First Nations people to offer leaders a unique cultural and leadership experience in a remote Australian location.*

*This is an exciting new project for AKD, coupling a unique cultural immersion experience with the opportunity for personal and professional growth. This is Eddy's story.*

*"To know where you are going, you need to know where you have been and where you are now."*  
(Tjungu Project)

That was my early introduction to the Tjungu journey which took me into the heartland of Central Australia and of our Indigenous culture.

In May, I was given the opportunity by AKD leadership to be part of the Tjungu Project - a program that provides the opportunity for an "off-the-grid cultural and leadership experience in a remote Australian location".

To be honest, initially I was unsure on how this program could help me in my personal and professional growth. Coupled with being in a very busy period, I was a little hesitant about spending a week in some remote area without access to phones or internet!

Together, with a small team from AKD and the organisers Mitch and Kane, I spent a week with the Anangu people on Country, immersing in their storytelling, their culture, and their life.

The family whom we spent a week with, shared with us their core values of connecting with Country, on relationships, sharing and unity. My time and space slowed down for five amazing days, allowing me the opportunity to do a lot of self-reflection on my own personal and professional story of my past, present and future. Plus, there were also many firsts for me, first time looking for and eating bush-tucker like witchetty grubs, first time seeing a family of wild camels, first time walking in a place where the only sound I could hear for long period was the sound of wind.

I was also privileged to develop a friendship (hopefully long-lasting) with Peterson, a proud and truly remarkable young man from the Anangu family.

All I can say is that it was an experience that has helped me to appreciate the Country, the culture of these amazing people and it will shape my professional growth and social conscience.

It has inspired me to being present for my own family and friends, my AKD team and to be able to lead with empathy and clarity, to also slow down and focus on things that really matter.

For this, I am thankful to AKD's leadership on being given this amazing opportunity. I'm excited about the opportunity to share this experience and my story with anyone willing to lend an ear.



Peterson and Eddy

**AKD Leadership group:**  
Shane Vicary (CEO), Glen Darroch (CFO), Liam Buchanan (GM Sales), Clark Rodger (GM HR), Toni Kirkup (GM H&S), Paul Hartung (GM Operations), Neil Cooper (GM Projects), Rab Green (Tumut Site Manager), John Browne (Colac Site Manager), Paul Ryan (Caboolture Site Manager), Glen Davis (Yarram Site Manager), Simon Gatt (Resource Manager) Eddy Chong (National IS&T Manager), Nathan Calder (Queensland Sales Manager).

*"The Tjungu Project gave me a once-in-a-lifetime opportunity to start understanding Aboriginal culture and heritage unbiased from the media. I enjoyed seeing the family's love and connection passed down from generation to generation. Listening to and being shown their stories was moving and gave me a different perspective on their culture and the journey they have been on.*

*I felt really disconnected from society and connected to Country; this gave me an opportunity to stop and reflect, challenge my life and put into perspective areas I can improve on and share with others."* **Rab Green, Tumut Site Manager**



# Health & Safety

We are already halfway through the year and from talking to and visiting other sites, my goodness we have achieved a lot.

I was at the Caboolture site in May and the site looked fantastic. A special shout out to the Wood Machinist team – that grinding room was so clean and tidy! You all clearly take pride in your work area.

We shared a Good News Story this month recognising Yarram for achieving a fantastic result of 12 months without having a recordable injury. This does not happen by chance – thank you Yarram team for your commitment to making AKD an even safer place to work. Have a read on page 13.

I base our health and safety focus areas across three categories:



## PLANT

As part of our FY23 Health and Safety Plan and in addition to the actions from the Critical Risk Program 'Moving Parts & Equipment', we engaged the services of Jason Lim (a machine guarding specialist) to conduct a full review of our machinery guarding across all sites. This process was really beneficial, and it was acknowledged by Jason that it is pleasing to see a company taking a proactive approach to machine safeguarding, rather than it being driven as a result of a serious injury.

The recommendations following the review will be prepared into a three year guarding plan and prioritised based on risk. Thank you to those that were involved in the review process – your input is greatly appreciated!



Jason Lim (far right) with AKD Caboolture's Sat and Greg.

## PEOPLE

Our frontline leaders, particularly team leaders, supervisors, department managers etc are absolutely critical to ensuring our health and safety standards are implemented, monitored and maintained.

So, to support development in effective Health and Safety Leadership, in June we ran a pilot program at Colac specifically focusing on their roles and responsibilities.

We engaged Paul Cutrone - a well sought after, practicing Criminal Defense Lawyer who has sadly worked through over 300+ workplace fatalities over his career. Paul is passionate about working with workplaces to help leaders better understand their responsibilities and help them to do more as leaders to improve health and safety.

I have had some great feedback from those that attended, and it certainly highlighted the value add for rolling this out across all sites.



“The session was thought provoking”  
“Really interesting and definitely worthwhile”  
“That session was excellent, it really hit home”  
“Couldn't have gotten a better presenter-he was great”

## PROCESS

Throughout May/June, our Critical Risk focus was **Hazardous Energy Isolation**.

Our plant and equipment requires maintenance, cleaning, fault finding etc which involves people working in areas that would ordinarily be in operation and protected by guards or other controls. For this reason, it is critical that we have robust processes in place to ensure energy to plant and equipment is fully isolated before any work commences, to prevent unintended start-up which could result in serious injury or death.

As a business we are required to provide you with the tools to effectively and safely perform hazardous energy isolation (i.e. training, instruction, padlocks, procedures etc). As individuals, you are responsible to perform hazardous energy isolation as per the site requirements.

If you are ever unsure as to how to correctly perform hazardous energy isolation – do not proceed. Stop and ask for help.



# TOP 10 CRITICAL RISKS



## HAZARDOUS ENERGY ISOLATION

Our plant and equipment requires maintenance, cleaning, fault finding etc which involves people working in areas that would ordinarily be in operation and protected by guards or other controls. For this reason, it is critical that we have robust processes in place to ensure energy to plant and equipment is fully isolated before any work commences, to prevent unintended start-up which could result in serious injury or death.

Do you know that hazardous energy is more than electrical?  
Other hazardous energy sources can include:  
Mechanical / Hydraulic / Pneumatic / Gravitational

You must be trained and authorised to perform isolation

You are responsible for your isolation locks & key – they are not to be used by any other person and must remain on the owner

Never remove another person's isolation lock, even if they have asked you to (there is an approved process that must be undertaken if this is required)

The Emergency Stop function is NOT a form of isolation

Prior to entering an area that requires isolation, you must TEST all energy sources to confirm stored energy has been released

Every person entering into an isolation zone must attach their isolation lock (i.e. if 5 people in the area, 5 padlocks required)

Padlocks must be securely fastened – simply 'hanging' your padlock onto the isolation point is not acceptable.

If you are unsure how to correctly isolate or have concerns with the isolation requirements – STOP and ASK.

Isolation breaches are serious and will be investigated accordingly.

# Caboolture

## Around the Grounds

### SAFETY

We continue to talk safety and as mentioned in the previous Splinter the levels of engagement across Caboolture has been great from our whole team.

One of our company core values is accountability, not just yourself but for everyone and reinforcing safety is everyone's responsibility.

The safety and guarding audit has been completed which highlighted some gaps around the site. This has given us an opportunity to understand where we are at, with some immediate changes and improvements. We have some other issues requiring figuring out and capital.

Our lost time injuries and injury frequency rates continue to improve which is a great for our people. We will continue to focus on training bringing all of our new employees to the level AKD requires to keep people safe in the months and years ahead.

### PEOPLE

This month has been a "meet and greet" for me as the new Site Manager. While I have been on site for several months, the level of enthusiasm and support for me in my new role from everyone has been refreshing.

On May 9th an orange army spent the day at the Bray Park High School Career Expo interacting with over 1200 students.

It was a great opportunity for us to connect with the next generation to talk about their passions and to showcase the exciting opportunities AKD has to offer.

Representing AKD, Jesse Barrow, our 3rd year Apprentice Fitter was so chatty with the students, and you could see how proud he was to wear the orange uniform and engage with the students on their level.

Big shout out to employees Paige Spencer (EHS Compliance Administrator), Darcy Osborne (Drymill AM Shift Supervisor), Rachelle Holt (Caboolture HR Manager), Lilly Adamcewicz (Supplier Chain Administrator), Tyler Gerrie (1st year Apprentice electrician), and Michael Swanson (National Recruitment Manager) on being our ambassadors at these events.

### PROJECTS

The pellet plant has been operating now for a few months producing an estimated 3.5 tonnes of pellets per hour which is around 50% capacity from the current available shavings from the drymill. As the site increases in volume so will the pellets providing valuable fuel for the sites two boilers.



Left to right: Paige Spencer, Darcy Osborne, Rachelle Holt, Lilly Adamcewicz, Tyler Gerrie and Michael Swanson



Routine maintenance on our New Pallet mill

## Health & Safety

with Greg Levinge

*Caboolture Safety Manager*



Our CDK's are nearing completion, and we are working through the commissioning phase and operational readiness as operations prepare to take over the reins as of July.

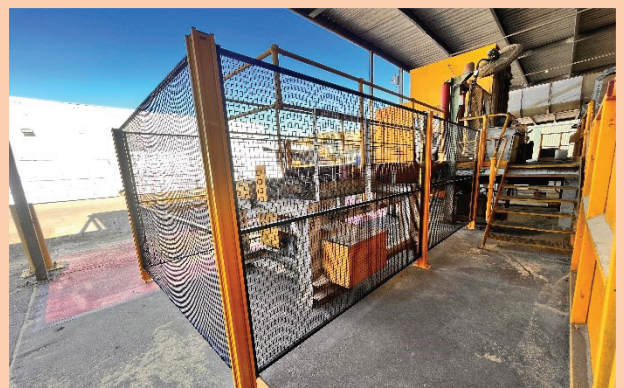
The opportunity to dry our fibre better and reduce distortion will support us keeping the team out of the process with less interaction as a result of upset conditions. The CDK's are impressive, and for our site, it's some 'sawmilling bling' that the team are proud of, and we can't wait to see them up and running.

We recently completed our guarding audit across every part of the site (we looked in all the 'nook and crannies' – not just the main operational areas), which has provided us with some immediate focus areas.

When we put new or enhanced controls in place to protect our people from these hazards, it can appear that we are impeding on a processes like cleaning, maintenance or fixing tangles – this is not the case. We are putting these controls in place to protect you. We will implement solutions that meet the required standards, while considering the operational needs, but safety first is our goal.

Like any change, some of these may take time to get used to – but just because 'it has always been like that', doesn't mean it is the right way, or that it can't be improved!

You can see from the pictures, we have already made a great start with improving our machine guarding.



We need to keep pushing for a better standard than we had yesterday - it's our behaviours and systems that will keep us safe and without injury. Stay healthy – THINK SAFE, WORK SAFE and please....BE SAFE!



*Greg Street, right, being awarded his 35 service recognition certificate.*

A big thank you to the pellet plant operators making the transition from the project team to operations a seamless transition. A great example of excellent teamwork. The plant is now 99% complete with some minor alterations to complete.

The CDK is finally nearing a commissioning date commencing in the first few weeks of June where fan balancing will be the priority followed by Windsor Engineering performing the initial checks to ensure it is ready for production. The boiler team have been involved in daily meetings providing assistance and feedback on potential minor improvements prior to starting and adding value to the future start up.

With this in mind the operators have been busy getting used to placing packs on trolleys ready to progress to the new style of operation; placing green timber in one end of the Kiln and then unloading at the opposite end fully dried and reconditioned ready for the Drymill.

### PRODUCTION

The site has been preparing for the new financial year. Some revised targets which will assist AKD securing future log volume for the sites growth long term.

The targets set are being achieved more consistently with the Greenmill achieving at the end of June 84/m<sup>3</sup> hour for the whole week. A great result for all the maintenance support roles and the operational people involved.

As we progress forward into a changing and challenging market, the dispatch team on site have been busy rotating stocks to ensure our aged stock is kept to a minimum.

Moving into the next few months we will have challenges, however our most important message is to keep our people safe.

**Paul Ryan**

*Caboolture Site Manager*



# Colac & Irrewarra

## Around the Grounds

### COLAC

Well, we're already into June, and it feels like we'll blink and it will be Christmas.

Colac has continued to work through the challenges of limited storage with market becoming quieter. I want to say a huge thank you to all the fork drivers who are daily working to ensure stock is rotated and space developed for pack placement. To help with space we have been expanding the hardstand area in the Calco yard which will open up an additional 7,000m<sup>3</sup> of storage space.

Production across May was steady, although we fell short of forecast, there was clear upside, when we were running the m<sup>3</sup>/hr rate was strong. This has translated into June's production which has seen strong numbers at the start of the month.

### SAFETY

Unfortunately Colac has had an SPI and two near misses around mobile plant in May. It's incredibly important that when working in mobile plant or driving light vehicles we communicate to those around us when passing through. Once communication has been made, ***do not proceed*** until you receive a response that it's safe to do so.

No task is that important that we need to continue to drive through an area without stopping and waiting for a response. Areas that involve mobile plants are our areas of greatest risk and consequence.

### PRODUCTION

The new revolver lug loader and multi track fence in the Colac greenmill is really hitting its straps now after a successful install. The commissioning period took some time as we worked through maximising the flow on different products and runs post install at Easter.

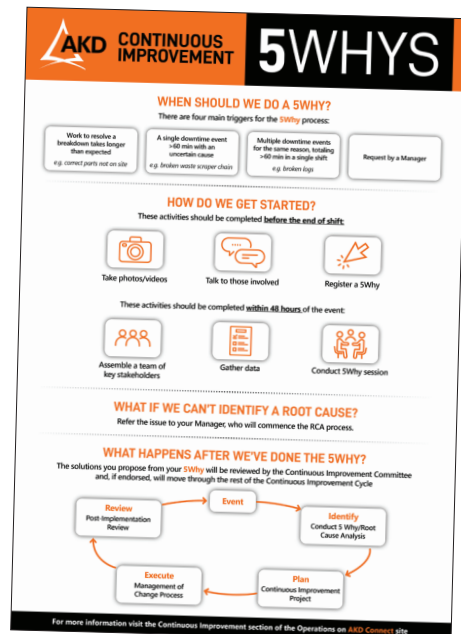
What we're seeing now is improved flow, particularly on our wide boards runs with less interventions. This was a safe and successful project with thanks to all those involved: Tristan Bellears, the electrical and maintenance teams on the install, and to the operations teams working through the commissioning phase.



## CONTINUOUS IMPROVEMENT

There has been some exciting things going on in the continuous improvement space. Over the past three months all team leaders, supervisors and managers have taken part in '5 Why' training which aims to eliminate the root cause of some of our major re-occurring downtimes across the site.

Craig Karrani has done an amazing job setting up the framework and systems to enable us to do this. The '5 Why' process is triggered when a downtime event occurs that's greater than 60 minutes, or multiple same events that total more than 60 minutes. The more major events we can prevent, means less interventions which means a safer operations.



The CI (Continuous Improvement) space has also been looking into ways to improve our cleaning processes and how we can reduce the amount of cleaning required in each area.

The team has been working on options to either reduce the time needed for cleaning, improve the tasks or ergonomics of cleaning, or engineer the task of cleaning out. Each department put forward a pilot area, with work beginning in the GMC focussing on the green deck. We are collectively excited about what comes of this project.

I would like to say a big thank you to everyone who have reacted to the changing conditions from the current market, we have had to slow down to manage these conditions, so thank you to all for working with us on this.

**Jared Pietsch**

Acting Colac Site Manger / Production Manager





## Health & Safety

with **Cameron Grant**

Colac & Irrewarra Safety Manager



How time flies....we are halfway through the year already!

The Drymill project is well underway, the new Greenmill Lug Loader and Multi-track Fence installation has been completed, DoneSafe is now live at Colac and Irrewarra, the new 16 tonne forklifts are up and running and our continual improvements are ongoing – we have achieved a lot in six months.



*Greenmill operators under training on new lugloader*

All of these projects and enhanced safety devices and equipment are amazing in keeping people safe while at work, but in saying that sometimes the simplest and easiest safety controls can work just as well.

There has been an increase in incidents over the past few months, some of which had the potential to be serious – thankfully no one was injured as a result. When reviewing these events and investigation findings, it is apparent that 'at risk behaviours' and 'unsafe choices' are the main contributing factors (poor or no communication, rushing, mind not on the task etc).

Whilst we have been able to identify areas of improvement regarding our communication processes, it is important that everyone understands just how critical good communication is between everyone. Not only via radios when driving mobile plant and vehicles around the site, but also between operators working in the mills or even from managers, supervisors and team leaders at toolbox talks or where there are changed conditions in work areas.

Over the next six months the site will continue to change, but as a team we need to ensure that we don't lose focus on what's important - keeping yourself and those you work with safe. As a business, we are responsible to provide a safe workplace – as individuals, you too have a responsibility to work safely and follow company processes and practices.

**Remember – there is no job that important, that it can't be done safely!**



*Nathan Comer being trained on the edger.*

### IRREWARRA

With the change to a four-day week it has given our maintenance, quality crew and saw doctor a good opportunity to do: alignments on the edger, EWD gang saw and head rig, and replace the stacker infeed chins, trimmer lug loader chains and green chains.

During Easter Regan and his crew from Pacific Engineering assisted our maintenance and electrical crew with the replacement of the head rig slabber guides. There had been a large amount of planning work for this job as the roof needed to be removed and a crane required to lift the slabber out before the work could start. The new slideway guides and height adjustment will give more accurate movement when chipping the cant. There is less friction on the moving parts, giving the slideways a longer life span.



*Slabber being lifted out.*

The main line crew are currently training new operators on the head rig, twins and edger. This will allow for more rotation of tasks which reduces the risk of fatigue and increases vigilance across operators. A big thank you to all involved with the training.

Sam Britton and David Barry have been working hard to update our 70 SOPs, which are up for revision in the next month,. This will ensure that our isolation guide follow our procedures.

**Mick Ritchie**

Irrewarra Site Manager



# Tumut & Gilmore

## Around the Grounds

### SAFETY

Tumut has achieved a couple of months with no major injuries. The site in May reached a great milestone of 1-year LTI free, this is a great achievement and shows the importance of the whole team focusing on risks and supporting each other.

Coming into winter again we need to take the time and ensure we are not rushing. Starting in the dark and nearly finishing in the dark can be draining so please support each other through this period.

Safety is everyone's responsibility, speak up when you see something that can be improved or needs addressing. It's important as a team we continue to challenge what good safety looks like.

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



*One of the seven containers of the HSS that has arrived.*

### PROJECTS

Good progress on the Horizontal Shape Saw (HSS) project considering challenges around weather. Plinths now poured and the focus is on the external walls and back fill.

Seven containers have arrived housing the equipment, this is being stored undercover offsite, ready to be installed in September. At this stage we are still looking at commissioning at Christmas pending no more delays.

### PRODUCTION

The market has tightened a bit over the last six months, but Tumut continues to run well. It's always the way when sales slow a bit, the place runs well. This has been the case for the last three months with the site running extremely well.

We are currently looking at our product range to ensure what we produce suits the current market. Providing a quality product is essential and always ask yourself would I buy it, if not then don't release it. There is nothing more important in supporting our sales than building trust with our customers, so I ask everyone to ensure what we put to market is AKD quality.

### FAREWELL TO BUBBY

It is with sadness that we say farewell to Graham 'Bubby' Billings, who has dedicated an incredible 31 years to AKD Tumut's greenmill. As we reflect on the countless memories and invaluable contributions Bubby has made during his time, we cannot help but feel a mixture of congratulations and sorrow as he embarks on the well-deserved journey of retirement.

Bubby's journey with us began in January 1992 and from the very outset, his dedication and work ethic shone brightly, leaving an indelible mark on our organisation and the people he worked alongside. He has decided to hang up his work boots and embrace the next chapter of his life, retirement beckons him.

Congratulations Bubby, we wish you all the very best in your well-earned retirement.



*Jon Baker presenting Bubby with a framed picture of work colleges at his retirement BBQ.*

## Health & Safety

with Rodney Sutton

Tumut H&S Advisor



The six-monthly National Health and Safety meeting was held at Caboolture in May, which was a great few days spent with the team on site. Time was spent at the North Lakes office, where we worked together developing the FY24 National Health and Safety plan.

Getting time together as a function team is beneficial and spending time on a different site gives the team an opportunity to share ideas and be able to take them back to our own sites.

We recently had the Guarding Audit conducted on site over three days. We always take audits or reviews as an opportunity to improve and learn from a specialist looking at all aspects of guarding.



*Guarding of conveyor tail drum nip point*

Guarding is not installed for the purpose of 'making it hard' for our operational, cleaning or maintenance teams. It is provided to protect our people from harm and as a business, we have legal obligations that we must adhere to.

This may be a case of improving the guarding that's already in place with fasteners that can't be easily defeated or removed, or redesigning the working area to move personnel further away from the danger zone.

We have commenced with the improvement work, which means we are improving our place of work now and into the future.

Also, a big congratulations to the Greenmill team who have just achieved 12-months without having a recordable injury! This is a fantastic result which doesn't just happen. They achieve this by looking after themselves and each other, and working together as a team.



*Kiera Jones, 1st year Apprentice Fitter showing Kyah Driscoll (work placement from Tumut High School) and Stephanie Bergin (Gap Year Student) how to maintain a valve.*

### BBQ FUNDRAISER

In February, dispatch Mick Weir's daughter Jade Weir, was diagnosed with Hodgkin's Lymphoma. This is a type of cancer that effects the Lymphatic system which is a part of the body's germ fighting immune system.

Jade is currently unable to work due to her diagnosis, this is affecting her financially and mentally.

We hosted a BBQ to raise funds for Jade and with the generosity of the employees we raised over \$1600.

A big thank you to Belly and Webby who arranged the fundraiser. We wish Jade all the very best and a speedy recovery.



*Mick Weir (Jade's dad), Brett McNally, Jade Weir and David Webb.*

Rab Green

Tumut Site Manager



# Yarram

## Around the Grounds

As some would have already seen, June saw the Yarram site move over the 12 month mark without LTI and, probably even more pleasing, has seen us continue our downwards trend over the last three years.

While we have still seen far too many minor injuries to our staff, the reduction in serious injuries is something we all at Yarram are extremely proud of. These types of results are driven by the behaviours of each and everyone. Well done team as we continue to strive for pillar three: 'Having a zero harm workplace'.

Our project team (Bill) is still really busy in the background finishing off a number of projects. We have made significant headway with fire system upgrades and now have the access road built and concrete pads down for the tanks and pumps. This new access road also helps our site with traffic management as we can divert contractors and site traffic away from the main thoroughfare.

A small upgrade to our Kilns is finally taking place as we replace an old unsupported operating system with Windsor Engineering's Dryspec and Drytrack. This project was heavily delayed due to the long lead times on the electronics, but we are finally about to finish this one off as well.

Not only are the Kilns getting a facelift, but our operators at Yarram have also undergone some upgrades! Several of our staff underwent Advanced Timber Drying via the Timber Training Centre in Creswick. It sounded like everyone got something out of this course and it will certainly prove beneficial for the Yarram site moving forward.

Late last year, I gave our two electrical apprentices a small project, to scope out and collaborate with the operations and mechanical team. Isabel, who is in her third year, has been in charge of build and installation of a winching system to safely and quickly remove jammed logs from



Isabel's winching system project



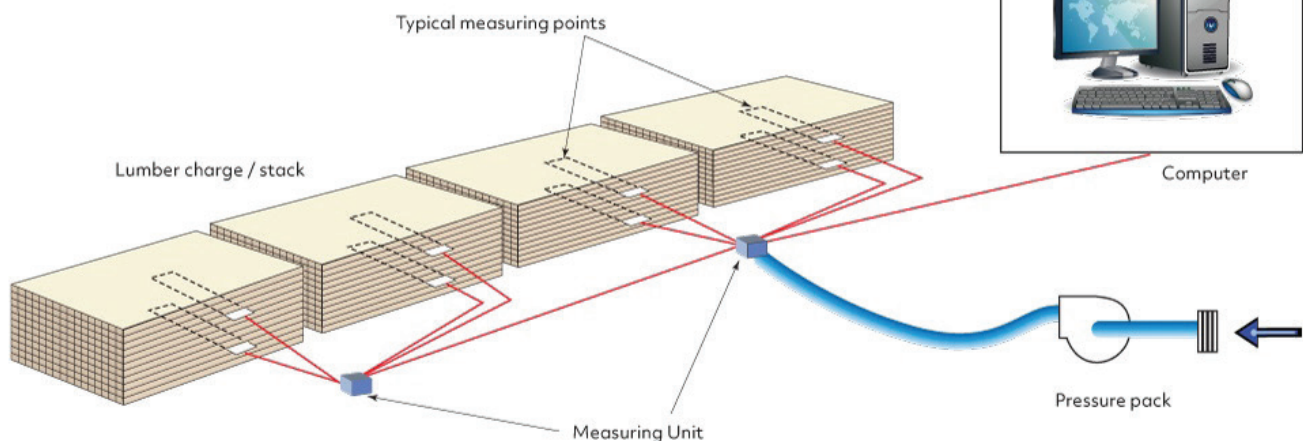
Andrew pedestrian crossing project

our Hewsaw. Andrew has been sourcing and upgrading several of pedestrian crossings with lighting systems where previously we had nothing.

Andrew, who is now in his second year with us, visited Tumut to expand his experience with their electrical team. A special thanks to Rab, Mick and his team for looking after Andrew and making the time well worthwhile.

Finishing off with production, we have seen some great results over the last couple of months in all areas. Well done to James Allen (JJ) and the team working through some significant saw performance issues in our Palings line that has now got the work centre humming along again.

**Glen Davis**  
Yarram Site Manager



# Health & Safety

with **Graham Clarke**

Yarram H&S Advisor



At the mid-point of the calendar year, it is good to stop and smell the roses. The roses in this case being that AKD Yarram has achieved 12 months without a Lost Time Injury. Through the process of continuous improvement, it is important that we reflect on positive outcomes; that as a team, we worked together and achieved this result.

Striving for better is ongoing - it takes effort, it takes people working together, it takes people looking after each other and it takes courage to change, improve and have a voice. As the AKD team, we identify what we need to do, we plan and execute those plans, we review and reflect on what we have done. This process is ongoing, we may not always have success but we will learn and keep on moving forward.

Recently I shifted outside my own 'comfort zone' by spending time with maintenance assisting on a small project. I really enjoyed getting out and doing something different physically. It was good being actively involved and seeing the safety systems we have in operation being applied effectively - a bit of hot work and working at height.

What else has Yarram been doing? Risk assessments have been completed on the west access road of the site and on the Hewsaw Log Retrieval Winch. A delivery check on the new Log Loader which looks good in the yard!

Areas we are working through are the Hazardous Energy Isolation Audits. Projects have commenced throughout the site, one in particular I am looking forward to seeing completed is the walkway upgrade from the Greenmill to the Boiler Room.

Soon we will be going into a Maintenance Shut - a lot of work goes into planning and completing these plans sometimes with only a few aware of the actual work that happens behind the scenes. At Yarram we are very fortunate to have a dedicated maintenance team supported by good contractor base. The skills of both teams is always greatly appreciated.



## SAFETY GOOD NEWS

YARRAM EDITION - JUNE 2023



# 12 MONTHS LTI FREE AT YARRAM

by Toni Kirkup, National Health & Safety Manager

**The Yarram team have been working hard to continually improve the safety of their site, their processes and their practices.**

In 2019, the injury rates in Yarram were unacceptable with a Lost Time Injury Frequency Rate (LTIFR) of 38 and the Total Recordable Injury Frequency Rate (TRIFR) at 66. Pleasingly, there has been significant improvement over the years with the site now planned to drop to 0 as of the end of June and have achieved 12 months without a recordable injury! This is an incredible achievement for the site and the Yarram team should be recognised and congratulated for this outstanding result.

This type of improvement does not occur without a lot of hard work and involvement from everyone on site. The site has made physical improvements, team members are clearly making safe choices, demonstrating safe behaviours and most importantly, taking responsibility for their 'why' and the 'why' of those they are working with.

The site continues to demonstrate and challenge the way they do things - 'just because it has always been like that, doesn't mean it can't be improved'.

*"No one should be injured at work, and we have to work to-*

*gether as a team to ensure we are doing everything possible to keep ourselves safe - we are all responsible"* says Glen Davis, Yarram Site Manager.

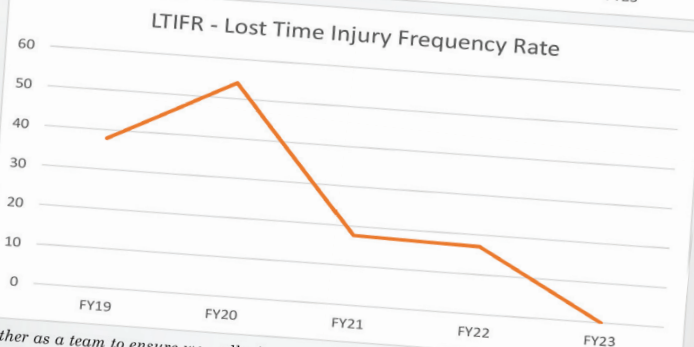
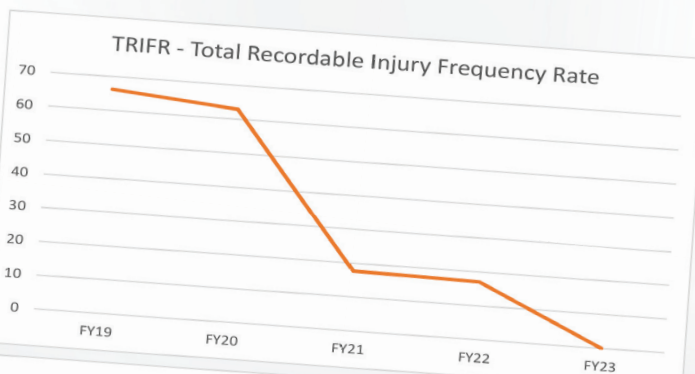
While these results are outstanding, this doesn't mean we get complacent. The focus towards safety and continu-

ally improving must remain 'front and centre'. The team will continue to keep drawing on parallels and learnings from other sites and other industries.

The team are encouraged to keep reporting 'niggles' to allow early intervention

(given Yarram is a heavy manual handling site) and everyone has the opportunity and are supported to raise areas or items that can be improved.

Well done Team Yarram - keep up the great work - your safety is worth it!



# Jelfor

For those that are not already aware, AKD have had to make a very difficult decision to close the Jelfor Timber Products manufacturing plant which was responsible for producing around 30% of our Posts and Pole production.

This decision has been brought about by the increases in the cost of logs and the agricultural market has been unable to support necessary price increases.

One of the other key considerations was that the Jelfor Site was leased and the seven year rental agreement lapsed this year. A call had to be made to commit to another seven years or re-structure our manufacturing model back to our AKD owned assets.

It cannot be overstated that the closure of Jelfor is in no way a reflection on any of the employees. Jelfor had a fantastic group of individuals and had built a team spirit that would be the envy of any manufacturing centre in the country.

Jelfor's closure does not signify a withdrawal from the Gippsland region's Post and Pole market; rather, it makes room for the creation of a model that concentrates Post and Pole production at our plant in Heywood, Western Victoria, and operates a storage facility at Morwell. While this will employ less people, we believe that the model will be more financially sustainable and will

allow us to compete on an ongoing basis across Victoria.

I'd really like to acknowledge Ben Bailey as the Site Manager at Jelfor. While I'm sure he was disappointed of being informed of the closure of Jelfor, Ben has displayed nothing but positivity and has been a key player in focusing on the clearing of the Jelfor site, as well as the establishment of the setup in Morwell.

Ben has agreed to manage the Morwell site along with Nadia Cormio, who has agreed to continue in Sales and Dispatch. Personally, I am very happy to see these two people continue working for Post and Pole, and I have no doubt that they will turn Morwell into a real success story.

Jelfor employees were offered either the opportunity to relocate to one of our other AKD Sites or take a redundancy package. As some of the Jelfor employees embark on new paths outside the organisation, I would want to wish everyone great success.

## John Browne

*Post and Poles General Manager*



I have called Jelfor "home" for the last five years and have seen many changes in nearly all areas of operations. What was evident during this time was the 'power of the people'. Jelfor would have been a very different place to work and most of the milestones we accomplished such as new products, interstate market and the development and upskilling of people individually, would not have come to fruition.

Whilst forced change is never viewed upon favourably, it makes you ask yourself questions about what you are doing and where you want to go in life. I have caught up with many of the Jelfor crew over the past few weeks and the majority have indicated to me they are going to do something they have wanted to do, but never got around to doing it. Seeing the passion they had in telling me what they were going to do confirmed to me that they will be alright.

Before signing off as Jelfor Site Manager for the last time, there are always people that have made a

difference that should be thanked. To everyone that has helped with the Jelfor site, be it in Health and Sa-fety, Environmental, Recruitment, Maintenance and Transport – thank you!

Over the last two years, a huge thank-you to Graham Clark, Daryl Hann and John Browne for supporting me, and challenging me and the way I have managed the site. There have been some great times that I will forever remember and some amazing learnings that I will take with me.

The memories we have forged, the lessons we have learned, and the friendships we have made will forever hold a special place in our hearts.

Jelfor have certainly been a rollercoaster ride, but like the real ride – they come to an end, you get off and you find another ride to get on!

## Benjamin Bailey

*Jelfor Site Manager*



# Sawport across the border

with Neil Hunter  
Sawshop Manager



Around this time last year, Caboolture's sawshop reached out for some assistance after adjusting to a two-shift operation and experiencing ongoing sawing issues due to low manning and experience levels in the sawshop.

Several initiatives were investigated and put into action to assist. One of those was to seek assistance from the Tumut sawshop team to provide some support with some serviced bandsaws ready to run for the Caboolture mill.

After a lot of planning by myself and Bill Stuckey, Tumut Sawshop Supervisor, saw boxes were made, logistics worked out for transportation, saws prepared for the journey, employees at both sawshop fully engaged and supportive, we were finally able to implement a trial run.

Now, 12 months later, we have in place a regular rotation and supply of over 30 sharp, serviced saws being delivered to Caboolture from Tumut. Transport has been supported from dispatch on both sites utilising the timber trucks that were already operating between the two. This is now being updated with the assistance of the dispatch teams and Rachel Scilly to ensure the service continues as the trucks between the sites reduces with the CDK project at Caboolture nearing completion.

In addition to the serviced saws, over half the Tumut sawshop team, Adam Grayland, Nathan Hardwick, Jared Baker and Daniel Booby, have made the journey to Caboolture to assist in covering leave. This has also meant that the team back in Tumut, Bill Stuckey, Joe Hardwick, Ethan Gilchrist, Charles Cribb and David Dean, needed to support the team in their absence to continue to service saws for both sites. The Caboolture sawshop and the mill have received some much needed relief as a result.

The whole process has provided an excellent opportunity for professional collaboration between the sites, sharing

and building experiences, while growing networks. The teams have achieved all the goals of this project safely and effectively, driving improved productivity as a bonus while forging new synergies and relationships along the way.

A huge shout out is deserved to everyone that has been a part of this and supported the sawshops through this development, including the many other teams which have assisted in this success: maintenance, dispatch, forklift drivers, area managers and site managers.



*Caboolture's sawshop team (L to R): Christian O'Doherty (apprentice Saw Tech), Robert Dunn (Saw Tech) and Brayden Woodhall (Saw Tech).*



*Tumut Sawshop team (L to R): Ethan Gilchrist (2nd year Apprentice), Charles Cribb (Saw Tech), David Dean (Leading Hand Saw Tech), Jared Baker (Saw Tech) and Daniel Booby (3rd year Apprentice Saw Tech). Absent: Adam Grayland, Joe Hardwick and Nathan Hardwick.*

# AKD TEAM SPOTLIGHT

# FORESTRY



The Forestry team plays two important roles for AKD. The first is to supply logs to our sawmills and the second is to manage the company's plantation forests.

Our approach is to work with our log suppliers and in our plantations, so that we can deliver both the quantity, and the quality of logs our sawmills need.

Managing AKD's plantation forests starts with selecting the right genetic traits that improve growth and other features such as log straightness, small branching and wood stiffness from the start of the life cycle. These features play an important role in determining sawn timber grade recovery when the logs are processed in our sawmills.

Having the right planting spacings, weed control and fertilising programs will improve survival in the field and deliver the required fibre characteristics at time of harvest, 30 years after planting.

Over the life cycle we regularly invest in and monitor our plantation forests to protect them from the adverse impacts of fire, pests and disease.

It's very rewarding to see our trees grow successfully through their life cycle, be harvested, delivered to our sawmills and then have the cycle start again for another 30 years.



**Owen Trumper**  
GM Forestry

*Time at AKD:* 2 years

*Favourite holiday destination:*  
Maui

*Go-to meal to cook:*  
Baked chicken breast with mash  
and steamed vegetables



**Simon Gatt**  
Resource Manager

*Time at AKD:* 2 years

*Favourite holiday destination:*

Lake Como  
*Go-to meal to cook:*  
Meatloaf



**Jo Foster**  
Harvesting Manager

*Time at AKD:* 30 years

*Favourite holiday destination:*

Port Douglas  
*Go-to meal to cook:*  
Steak and Baked Potatoes  
with Coleslaw

IN 2022

**957,000**

SEEDLINGS WERE  
PLANTED ACROSS

**695ha**



THAT'S  
EQUIVALENT  
TO PLANTING

**421**

FOOTBALL FIELDS





**Karen Johns**  
*Forest Solutions Analyst*

*Time at AKD:* 7 years  
*Favourite holiday destination:*  
Torquay  
*Go-to meal to cook:*  
Tuna Spaghetti



**Alan Rossouw**  
*Estate Manager*

*Time at AKD:* 3 years  
*Favourite holiday destination:*  
Bali  
*Go-to meal to cook:*  
Stirfry



**Jason Biddle**  
*Fibre Supply Scheduler*

*Time at AKD:* 9 years  
*Favourite holiday destination:*  
Italy  
*Go-to meal to cook:*  
Chicken Parm



**Belinda Gardiner**  
*Technical Forester*

*Time at AKD:* 3 years  
*Favourite holiday destination:*  
4WDing/Fishing holiday anywhere!  
*Go-to meal to cook:*  
Pizza



**Daniel Heinze**  
*Crew Member*

*Time at AKD:* 16 years  
*Favourite holiday destination:*  
Port Douglas  
*Go-to meal to cook:*  
Roast and Veg



**Charmaine Miciano**  
*Graduate Forester*

*Time at AKD:* 1 year  
*Favourite holiday destination:*  
Gold Coast  
*Go-to meal to cook:*  
Pork Stew



**Kenneth Tsang**  
*Resources Analyst*

*Time at AKD:* 6 months  
*Favourite holiday destination:*  
Switzerland  
*Go-to meal to cook:*  
Roast Chicken



**Ralph Hossack**  
*Harvesting Supervisor*

*Time at AKD:* 19 years  
*Favourite holiday destination:*  
Murray River  
*Go-to meal to cook:*  
Camp Oven Roast



**Mark Diedrichs**  
*Fibre Supply Manager*

*Time at AKD:* 1 year  
*Favourite holiday destination:*  
Paihia – Bay of Islands NZ  
*Go-to meal to cook:*  
My own fish pie with smoked  
Kahawai



**Warwick Hamer**  
*Silviculture Crew Supervisor*

*Time at AKD:* 30 years  
*Favourite holiday destination:*  
New Zealand  
*Go-to meal to cook:*  
Fish and Veg



**Eliza Withall**  
*Administration Assistant*

*Time at AKD:* 2 years  
*Favourite holiday destination:*  
Broadbeach  
*Go-to meal to cook:*  
Spaghetti Bolognese



**Sophie Devine**  
*Administration*

*Time at AKD:* 8 years  
*Favourite holiday destination:*  
New Zealand  
*Go-to meal to cook:*  
Butter Chicken

# BUNNINGS TRADE EXPO 2023

The annual Bunnings Trade Expo circuit was on again across six locations around Australia. These expos are important events for the AKD sales teams, with thousands of people walking through the doors, we can talk to some great businesses within our community about our local Australian Made products.

Brisbane was first off the rank for the Queensland sales team at the Brisbane Convention and Exhibition Centre. Then followed by the Sydney expo at the Sydney Showground where the NSW sales team attended.

The Bunnings Trade Expo presented a valuable opportunity for AKD to strengthen relationships within the industry and the Bunnings Group. The AKD team actively engaged with fellow suppliers, Bunnings team members, and tradespeople, fostering connections and exploring potential collaborations.

The AKD stand at the expo featured an array of products, highlighting the company's commitment to



*Ian Williams at the Brisbane Bunnings Expo.*

environmental stability, quality, and innovation. The AKD sales teams enthusiastically provided demonstrations on cutting patterns, answered questions on best practices, and showcased the numerous benefits of AKD's product range, leaving a lasting impression on those who visited the stand.

AKD's participation in the expos was met with great success and recognition. The company's commitment to excellence and dedication to customer satisfaction was evident throughout the event.

## Congratulations ON YOUR AUSTRALIAN CITIZENSHIP



### Indika Rajapaksha - Quality Team Member, Colac

My wife Roshani and I migrated to Australia in 2018 from Sri Lanka and settled down in Griffith, NSW. Initially, everything was really new to us and had to learn how to live, work and establishing ourselves. It was an amazing period of time in my life.

Later in 2020, we decided to move to Colac, VIC as we already had my wife's family living down here.

Soon afterwards, I joined AKD and started working in the Dry Mill. The following year was the best year of my life when my little daughter Amelia joined our family.

I was so lucky to be introduced to so many good people who helped in many ways during my short but fruitful passage of time in Australia.

I love the unparalleled natural beauty with stunning beaches, national parks and iconic landmarks and want to make most of my time exploring them. Little did I know, I would come to love this country with such fervor.

Becoming an Australian citizen was a special moment in my life. It was the realisation of my dreams, the feeling of truly being part of a nation that celebrates and embraces diversity. I felt an instant connection to Australia and it gave me a deep sense of pride and belonging.

Australia, with its diverse cultures, vibrant communities, and boundless opportunities, has become my new home.

# Launch of Capital Projects PMO

with Neil Cooper  
GM Projects



At AKD, we continue to invest significantly into its future with prudent capital management as a core focus on the management and governance of best use of capital continues. As a next step in this, AKD is launching the Capital Projects 'Project Management Office' (PMO).

Capital Projects are distinct in the business, in that they are one-off activities that include the purchase, installation, construction or development of products or pieces of equipment within AKD.

Current examples of these in AKD include: the CDK at Caboolture, the Dry Mill upgrade at Colac and the HSS at Tumut. The PMO will provide a source of visibility, process, and governance on the proposal and execution of these Capital Projects. It will also ensure clarity over the approval status, agreed budgets of proposed projects and utilise existing technology. This will benefit all employees involved in the proposal, planning, delivery, or receipt of products produced through Capital Projects, across many areas of the business.

*"The PMO serves to improve visibility, governance, and outcomes from the significant capital AKD continues to invest in its business, its people, and its future. A simple, clear path, with clear purpose, assigning clear responsibility and holding a focus on outcomes is the aim of the consistent, structured, and thoughtful approach embedded in the PMO suite."*

**Neil Cooper, GM Projects**

The purpose of the PMO, and the tools included are:

## SITES

- Identify and report problems, propose solutions and contribute to the assessment of own proposals
- Clear distinction of site approval of proposed projects vs proposals submitted for Capital Expenditure (CEP)
- Prioritise and promote project proposals at site level
- Visibility of own-site proposed projects and status of active projects
- Visibility of projects at other sites, to enable sharing good practice and leverage opportunities for economies of scale

## PROJECT MANAGERS

- Resources, templates, and self-help guides designed specifically to support Capital Projects project management activity
- Use of Smartsheet in a standardised way, to provide automated reporting (including project budgets)
- Training in use of Smartsheet and resources
- Access to plans and resources of past projects, to build a learning cycle, improving the outcomes of future projects

## STAKEHOLDERS ACROSS THE BUSINESS

- Understanding of contribution to Capital Projects and timely involvement in planning and execution of project plans
- Visibility of proposals or projects underway impacting on, or related to, own area of work

## EXECUTIVE

- Visibility of Capital Projects at all levels of project lifecycle, with clear responsibilities
- Real time reporting on capital expenditure and cashflow linked to projects

**Capital PMO Dashboard**

Total # of proposals: 15  
Total proposals costs: \$6,180,000  
New Proposals: 3  
Projects at Gate 1: 4  
Projects at Gate 2: 2  
Projects at CEP: 2

Project ID	Project	Type of project	Who is submitting this form?	Urgent?	Proposal Status	Planned FY	Cost	Annual payback	Site	Gate 1 approval	Gate 1 approval date	Project size	Ranking (high)	Prc
CAPPR-009	F	Mandatory - Stability	Self Submission		Gate 1 for dev FY2023		\$100,000	\$10,000	Other			Medium	1	0
CAPPR-014	F	Risk Mitigation	Self Submission		Gate 1 for dev FY2023		\$200,000	\$20,000	Other			Medium	1	0
CAPPR-001	A	Improvement - Machinery	Self Submission		Gate 2 for dev FY2024		\$10,000	\$2,000	Other			Minor	1	0
CAPPR-004	D	Replacement - Mobile Plant	Self Submission		Gate 2 for dev FY2024		\$10,000	\$5,000	Other			Minor	1	0
CAPPR-011	L	Mandatory - Stability	Self Submission		Gate 1 for dev FY2024		\$100,000	\$10,000	Other			Medium	1	0
CAPPR-003	C	Replacement - Other	Self Submission		Gate 1 for dev FY2023		\$5,400,000	\$1,000,000	Other			Medium	1	0
CAPPR-010	K	Improvement - Efficiency	Self Submission		Gate 1 for dev FY2023		\$37,000	\$3,700	Other			Minor	2	0
CAPPR-012	D	Improvement - Machinery	Self Submission		New FY2024		\$1,500,000	\$100,000	Other			Medium	3	0

# USNR study abroad

with Tom O'Connor

Process Optimisation Analyst

By now most of you will have seen on the news or through the media - stories about the 'rise of artificial intelligence.' The evolution of language models like ChatGPT becoming popular and being easily accessible to everyday consumers in particular has driven the surge in attention.

Some of the stories talk about the exciting things AI will do in the future, and some talk about the dangers and uncertainties that could happen. But did you know – there are some cool things being done in our industry with plenty of opportunities for the future?

Over the last few years, in my spare time, I have been undertaking a degree in Artificial Intelligence through Deakin University. This course has focused on learning to design, develop, and evolve software solutions that harness the latest advances in Artificial Intelligence. As I near the end of this degree, I've reached a stage where I can apply the knowledge to real-world environments.

Staying relevant to the timber industry, I reached out to our partners at USNR. After some discussions with AKD, I jumped on a plane in February and flew to the other side of the world to a place called Eugene, in Oregon, USA, to begin an internship with USNR. Eugene sits in the Willamette Valley located in the Pacific Northwest region of the US and has historically been a major hub for the timber industry in the US.

Thanks to Bob Arnold, USNR's Sawmill/EWP Optimisation Manager, I've joined the USNR Eugene team to work on the deep learning capabilities of the vision scanning systems. Over these past few months, I've worked with developing AI applications in visual recognition of timber products.

The process involves collecting thousands of samples of board images, correctly labelling the images for defects, and then programming a training session that will generate an AI model that understands how to recognise the different features in timber. For example, there are AI models that can look at an image and recognise core wood, sawn-bark and wane, knots, splits and cracks, and various forms of pitch.

We've also been able to create classification models that can look at a scanned image and determine what species of timber the board is. I've visited and implemented this in

some mills down south in Georgia where they are running multiple species of hardwood mixed together.

The classification model allows them to separate boards out based on the species and make better grading decisions in a fraction of a second.

Whilst some of this may sound quite foreign, the speed and accuracy these AI models can operate and provide a huge benefit in maximising the grade and yield of the boards being processed. From an AKD perspective, understanding how these technologies can be used and developed will help ensure we are making the best decisions, and getting the most out of every piece of timber we process.

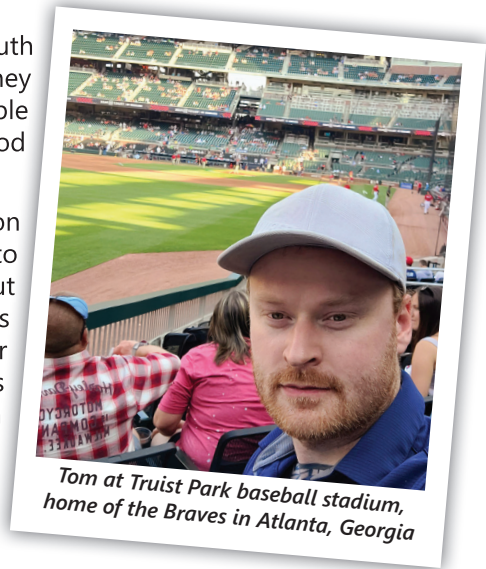
We currently have several advanced scanning systems between Colac, Irrewarra and Tumut that use AI to detect defects, and timber features from high-definition scanned images of the timber boards. The opportunities for AI don't stop here.

There are tools available now that can help across all aspects of our business, such as reducing the amount of time we spend doing tedious and mundane tasks, improving our ability to make accurate predictions and forecasts through data, or by using the technology to enhance the way our processes operate. There are plenty of exciting things happening in this space and we should be embracing the technology to enhance our daily lives.

As my time with USNR comes to an end, I'm looking forward to an exciting adventure in July. I'll be embarking on a road trip, exploring some of the National Parks and cultural experiences the US has to offer.

Then after that, maybe I might think about coming home!

I would like to make huge shout out to AKD and all the AKD people who have supported me on this journey. I look forward to sharing my experience and what I have learnt.



Tom at Truist Park baseball stadium, home of the Braves in Atlanta, Georgia



USNR office in Eugene, Oregon, US

# Bowling them Over

Caboolture's Stores/Purchasing Officer, Chris Rosanes is fast becoming one of Australia's "key players to watch" when checking out the Lawn Bowls circuit across the Nation.

Since moving to Queensland and joining AKD in 2018, Chris has amassed numerous victories on the greens which, when coupled with his exceptional personal qualities, was recognised with National Jackaroos Squad selection in October 2022.

A family man who is driven by ambition and the pursuit of excellence, Chris's goal of wearing the Green and Gold one day is what keeps pushing him to work hard and reap the rewards.

Chris will be competing in an upcoming National Squad Event in July, where fellow squad members will be competing against each other in an international style format to showcase their skills in front of National Selectors.

*"It would be amazing to wear the Green and Gold representing Australia in hopes to one day play in the Commonwealth Games or World Bowls (Championships). But for now, I am just happy making my way up the ladder and competing with the best in the world. I cannot thank AKD enough for the endless support and understanding when competing throughout the year."* Chris Rosanes

Chris's achievements include:

- 2019 Queensland Premier League Runners Up
- 2020 Queensland State Singles Silver Medal
- 2021 Queensland State Singles Gold Medal
- 2021 Queensland Premier League Champions
- 2021 Australian Singles Bronze Medal
- 2022 Queensland State Fours Gold Medal
- 2022 Australian Sides Championship Gold Medal
- 2023 Multi Nations Fours Bronze Medal
- 2023 Multi Nations Triples Silver Medal
- Bowls Premier League Player for Moreton Bay Pirates, seen on KAYO and FOX Sports
- 13 x Club Champion at Club Pine Rivers

**Congratulations Chris!**  
We look forward to supporting you and seeing what you achieve next!



Chris's fan club



# Australia's Biggest Morning Tea



On Thursday 25th May throughout AKD participated in the Cancer Council's Biggest Morning Tea and it was good to see each site make the fundraising event their own for the employees to be able to participate.

The primary methods of fundraising were gold coin donations, raffle tickets, and tea sweepstakes. Caboolture boosted their fundraising effort with collecting the bottles all throughout their site and cashing them in at 'Containers for Change'.

Together, we raised **over \$5700** for the Cancer Council by indulging in a scrumptious feast of cakes, slices, muffins, and more, baked with love and shared within our teams.

A huge thank you to everyone who contributed, whether it was through baking, donating, or simply devouring the delightful treats. Every dollar we raised will make an impact for cancer support and research.



# Student Tour @ Tumut

On a glorious afternoon in mid-May, Tumut welcomed a cohort of year 11 and 12 students from Tumbarumba High School. Motivated by discussions at the recent Snowy Valleys Careers Expo, this was the inaugural visit by 'Tumba High, with the 15 attendees thoroughly enjoying the site tour led by Rodney Sutton.

As part of their learning journey, the students had been assigned a rather wide-ranging project on AKD and the wider timber industry. One member of the tour group who should have no trouble with the assignment is Steph Bergin, who balances her year 12 Studies at 'Tumba High with working alongside the site EHS team on a casual basis.



# Heywood chip donation

Late in May the local Primary School, Heywood Consolidated, got in contact with us in need of some chip.

Their playgrounds had a few holes forming and as part of their safety and compliance, were required to fill up the soft fall under the play equipment.

We contacted local Ag Contractors G-C Rethus & Son, and they agreed to donate a truck and driver to deliver the chip to the school.

Jaimmii coordinated between the

loaders on site, the truck and school to arrange collection and delivery, and the children at Heywood Consolidated were very excited!

The chip is required in two playgrounds, so the schools Hands on Learning group will be very busy and most likely enlist the help of other students and staff to get the job done.

We would like to thank Daniel from G-C Rethus for arranging the truck and driver, Justin for driving the truck, and Jaimmii for coordinating everything.



*G-C Rethus Truck driver Justin with Jaimmii and her son Zander, a HeyCon Hands on Learning Student*



*Students at HeyCon Primary School helping to spread the chip.*

# 30 Rab Green YEARS AT TUMUT



Rab started his career in the timber industry almost 40 years ago, as an Apprentice Electrical in 1984 at the Tumut site, which was then owned by Softwood Holdings.

During this time, apprentices were only employed for their four year term, so after working in the food industry as a Shift Electrician with Mountain Maid, Batlow, he eventually returned to the Tumut sawmill in 1993 as a Shift Electrician.

Rab and wife, Leonie, have been married for 26 years after meeting through friends and sporting activities. They have two boys; Hayden, aged 27, and Riley, aged 23, both of whom have followed in their fathers footsteps and are qualified Electricians.

Rab has worked across all functions and section of the site from Electrician, Process Control Technician (during the Y2K bug), Information Manager for both the sawmill and panels plant (when in operation), Production Manager, Engineering Manager, until he was appointed as the Site Manager in 2008.

All these experiences have offered Rab the opportunities to grow, learn and develop industry wide skills.

Rab comments *"The timber industry is a wonderful sector to work in. There are so many challenges and opportunities to pursue no matter what your interests. The market can be volatile at times, but it's the ups and downs that builds resilience in the site, and in our people. In times when things are slow, that's where the opportunity for improvements and focusing on our strategies to build the business up for future sustainability and success."*

*"The business never gets boring and lots of exciting projects to work on. I love fixing things and in all my roles,*



*Rab with his wife Leonie and sons Hayden and Riley.*

*whether it be technical or managerial, there is always something you can improve. The business has allowed me to raise a family, build a house and have a life outside. I enjoy water skiing, fishing, camping and just spending quality time with family and close friends."*

To celebrate Rab's 20 years, a surprise dinner was held in Tumut with his co-workers and served as a moment to pause for reflection. As various stories were told of Rab's journey with laughter and affection, the most striking comments landed were around the fact that, those in the business, had raised families together within the close-knit community. While the Tumut locations have been under various stewardship, one thing that has remained constant is that the business provided for families to grow and be supported.

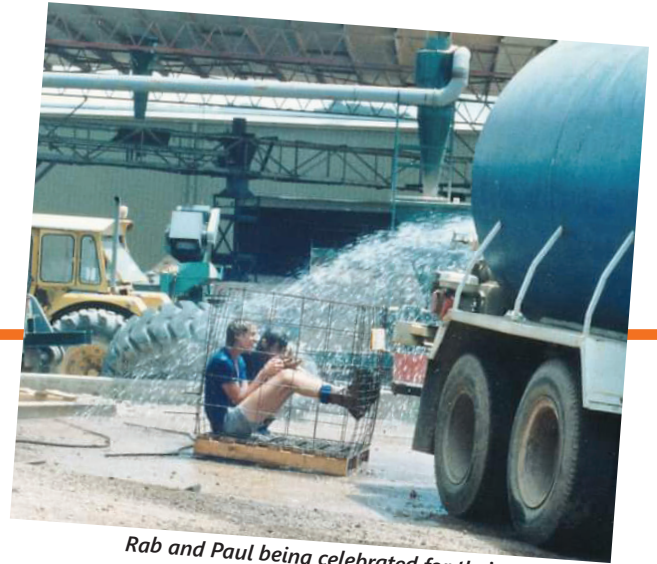
*"A person's true character is revealed at times of stress and adversity and that is when you fully appreciate the compassionate and resilient leader Rab is. 30 years is a fantastic achievement and there are so many attributes of Rab that are well documented, but what sticks out to me is the proud husband and caring father. AKD and Tumut are better places to work because of people like Rab."*

Shane Vicary  
CEO





Bill Prosser, Rab and Paul Whiting at their last day as apprentices.



Rab and Paul being celebrated for their apprentice completion in the water truck tradition.

"I have known Rab for the past 39 years when he first started as a shy Electrical Apprentice back in 1984. In those years Rab has forged great friendships and kept us all on our toes since being Manager. Congrats Rab on your 30-years of service, many great achievements over these years."

Janice McDonald  
Tumut Payroll Officer

"My relationship with Rab over many years has been positive and rewarding. This is due to the fact I appreciate honesty, commitment, and integrity which Rab displays with his team and from what is shared with me, his family as well.

He has a competitive nature which focus's him on looking at the way forward while looking back at the learnings. I have on several occasions used his achievements when discussing what our industry can deliver to an individual who is prepared to listen and learn and push the boundaries.

There is a mutual respect between us, which allows us to have ideas and discussions on a lot of subjects. I'm not sure why, but after all the years we have worked together I don't believe we have ever had a strong disagreement.

Our relationship is built on work and although I consider myself a friend, we see little of each other outside of work as we lead separate busy lives. We can however share what we need to and appreciate each other's council.

I congratulate Rab on his 30 years of service to the industry and community."

Peter Annetts  
TUMUT ENGINEERING MANAGER



Rab in his boat with Loki and Hudson.

25

# Brendan Coustley YEARS AT PORTLAND

**Tell us about your time at Portland Pine Products.**

Well, I started off my first day working at the end of Rounder 1 creating super rounds back in 1998.

Training back then was “This is that, that is this, off ya go”, so training has definitely come a long way.

Each of the machine centres have changed since then, some more so than others, and more have been added. Then I got to have a go in the loader, then afternoon shift of about three people and during that stage I became a leading hand. I remember some very long hours, more than would be acceptable these days.

At some point I came back to day shift driving the loader, running production, unloading log trucks and carting to the kiln. I swapped between being in the loader and doing somewhat of a supervisor roll for a while.

I’ve spent time working in maintenance too, there are plenty of items here on site that I recall building or helping to build. It was good experience and gave me a better understanding of how things worked.

I was on the OHS committee when it was first formed and have been the First Aid Officer and union delegate. Safe to say I’ve had my finger in a lot of pies.

Now I am the Production Supervisor and still have input in a lot of areas across site, including being the Green Triangle Committee of Management Vice President.

I find it amusing that when I started, I said I wouldn’t be here any longer than 5 years. Then at 5 years I said, ‘no longer than 10’. When I hit 10 years I said, ‘Right I am definitely gone by 11!’ Yet here I still am. I guarantee I won’t be here at 35 years – I plan to enjoy my retirement!

**Do you have a funny or happy memory you would like to share?**

There is quite a few that come to mind, most of which involve someone being bogged.

I have always enjoyed when we pull out an old piece of machinery and replace it, that’s fun.

And the cats, I can’t forget them!

**So, what do you do in your own time?**

I am private person and like to keep to myself, but it is common knowledge around site that I play the drums, mountain bike and I love my guns and compound bows!

*“Well done Brendan (Couta) fantastic effort mate, 25 years wow. You’re a much-loved employee of the Portland Pine Site and an absolute stalwart of the business. Well done and we look forward to at least another 10 years of service.”*

Daryl Hann  
PPP SITE MANAGER



25

# Rob Montgomery

## YEARS AT CABOOLTURE



*"Rob is passionate about his job, dedicated and knowledgeable person. Understands his work inside out, good human being always happy to help everyone. Thanks, Rob for your good work and well done on completing 25 years plus in K&B."*

Ash Koul  
KILNS & BOILERS SUPERVISOR

Rob originally commenced work at the Caboolture sawmill in 1988 in the Drymill. After working in numerous roles in the Drymill he transferred to the kilns and boilers where he then completed his qualification and became a qualified boiler attendant.

After 10 years he left the business for short while to venture into a landscaping business before coming back to complete another 25 years.

Rob has seen many changes through his time mentioning that it was a much smaller place to what it is today, specifically in the kilns and boilers area with the new CDK and Pellet mill. He has met lots of people in his time and made some lifelong friendships. He likes to share lots of memories when you see him, like running one old boiler with three concrete Kilns and he says 'we ran it like we stole it.'

Outside of work Rob likes fishing with his friends and family. As a child Rob loved chasing wild pigs. Rob shares his house with his brother and often visits his father and sister.

When two words starting with W 'Work and Weather' doesn't get in the way, Rob can be found outdoors. Every year Rob and his friends get together to enjoy few days out in the deep-sea fishing on a chartered fishing boat. The best catch was a Spanish Mackerel around 12 Kilograms at the coast of North West Island Gladstone.



10

## David Anderson YEARS AT IRREWARRA

David 'Ando' Anderson started in the Colac green mill in 2013, working at the stacker on the graveyard shift before transferring to the cleaning crew. They used to clean from the green mill to dry mill and all the way to the log sort.

After some time, Ando returned to the green mill and switched to the afternoon shift. After a period of time, he decided to go to the dayshift at Irrewarra, where he took on the roles of forklift and log grab driver as well as most of the back end operator.

Ando has been married to his wife Jodie for 31 years and have three children, Lauren, Jake and Zak and a granddaughter named Harper.

His hobbies include fishing - even though he doesn't get to do it as much as he'd like to. On the weekends he likes to spend time with his children and granddaughter.

Ando is also a volunteer at the Irrewarra fire brigade, where he has been involved with them for 18 years and has been a member for the past 12 years. Every year he has the privilege to judge at the state titles usually held just outside of Shepperton. During that time, he takes advantage of being away to do some travelling over Victoria staying at caravan parks and viewing the scenery with his wife.



*"Congrats Ando on 10 years. You are a valid part of the team and bring a great work ethic and a good sense of humour to our mix."*

Mick Ritchie  
SITE MANAGER  
IRREWARRA

10

## Aaron Beall YEARS AT COLAC

***"10 years, I wasn't planning that but here I am."*** - Aaron (Abby) Beall.

Abby first started at AKD driving the green mill outfeed forklift then moving positions to the green mill Brucks chipper and again into the mill flipping boards at the stacker outfeed all up being 3.5 years in the green mill Colac.

Abby then agreed to help at EWP for a week while the usual forklift driver was on leave. Abby liked it so much he asked John Stephens for a permanent position and spent the next 6 years there completing different tasks but mainly being on the forklift until sadly the EWP was closed.

He has moved position to the dry

mill taking his years of forklift skills and experience to the strapper outfeed and has been in the dry mill ever since.

Abby would say that his missus was unlucky enough to meet him on Australia Day 1989 and a short 10 years later they would be married and soon after having four kids now all grown up and Abby said he could not be more proud of them.

Abby enjoys cooking with a keen interest in gluten free and vegan meals, playing darts since 1983 and trying out for state twice in the mid 1990's.

Abby says "I enjoy the role I have and am planning to stay at AKD as long as my body allows me."



*"Abby is one of those guys that cares about his fellow employees and he is always the first to say good morning and lighten the day. He would often organise a lunch or would be baking cakes - only person I know that has made a vegan cup cake taste ok. It's always good to jump into Abby's forklift if he was on a break, as there would always be a packet of lollies in there. Truly a good bloke and team man."*

Daryl Lawrence  
KILNS - SUPERVISOR



**AKD welcomed these  
new employees in  
May & June  
and encourages everyone  
to make them feel welcome  
and work together to  
keep them safe.**



**BENJAMIN FULTON**  
MAINTENANCE  
TUMUT



**BROCK BAKER**  
MAINTENANCE  
TUMUT



**CALEB O'HANLON**  
GREENMILL  
COLAC



**CHRIS NENGERMAN**  
MAINTENANCE  
CABOOLTURE



**CHRISTOPHER BURTON**  
KILN  
TUMUT



**CHRIS RASMUSSEN**  
MAINTENANCE  
CABOOLTURE



**CRAIG GREENWOOD**  
DRYMILL  
CABOOLTURE



**DANIEL BATES**  
DRYMILL  
CABOOLTURE



**DION COX**  
LOG YARD  
CABOOLTURE



**DYLAN WATSON**  
GREENMILL CLEANER  
COLAC



**IRAY FASIMAAU**  
DISPATCH  
CABOOLTURE



**JEAN HUTH**  
DRYMILL  
COLAC



**KINGHOMBE TAMBWE**  
DRYMILL  
COLAC



**LINDA PERKINS**  
DRYMILL  
COLAC

CONTINUED...



**MARCUS BURT**  
DRYMILL  
CABOOLTURE



**MATHEW MCCRICKARD**  
LOG SORT  
SUPERVISOR - COLAC



**MATTHEW BELL**  
DRYMILL  
CABOOLTURE



**NIGEL MATTHEW**  
SAWSHOP  
CABOOLTURE



**PAUL SCHULTZE**  
DISPATCH  
PORTLAND PINE



**ROBERT SHAW**  
GREENMILL  
CABOOLTURE



**ROBERT TUCKNOTT**  
DISPATCH  
PORTLAND PINE



**RYAN PEACE**  
DRYMILL  
CABOOLTURE



**SAMUEL READ**  
MAINTENANCE  
TUMUT



**SCOTT RUSSELL**  
GREENMILL  
CABOOLTURE



**SETH PEITT**  
POST & PEELER  
PORTLAND PINE



**SIMON MACRAE**  
GREENMILL  
CABOOLTURE



**STACEY BALDWIN**  
DRYMILL  
COLAC



**STEPHEN NOON**  
DRYMILL  
CABOOLTURE



**TYLER GEORGE**  
DRYMILL  
COLAC



**WESTON BAKER**  
DISPATCH  
COLAC



**WILLIAM TAYLOR**  
GREENMILL  
CABOOLTURE

# HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Mark Hughes	35	MAINTENANCE	TUM
Warren Green	30	SITE MAN.	TUM
Brendan Coustley	25	POST & PEELER	PPP
Leslie Cullen	25	DRYMILL	TUM
Robert Montgomery	25	KILN	CAB
Aaron Beall	10	DRYMILL	COL
David Anderson	10	GREENMILL	IRRE
Martin Rees	10	SALES	NSW
Andrew Jackson	5	GREENMILL	CAB
Benjamin Heath	5	TREATMENT	CAB
Bethany Roberts	5	PALING MILL	YAR
Bryan Downs	5	GREENMILL	CAB
Damian Pilat	5	FINANCE	CAB
Edwin Burgess	5	DRYMILL	YAR
Matthew Camburn	5	DRYMILL	YAR
Scott Bowdern	5	DRYMILL	COL



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



Last week I was talking to a previous boss, this individual has been quite formative in my career and has always given me good advice. We have kept in touch and I would regard him as a mentor and a friend. After the conversation I got thinking and so it is a question I have of you - Do you have a mentor or someone in your life that gives you good advice and understands where you are at?

A mentor is not your parents and it's not someone you report to today, but it can be someone you have reported to in the past. Ideally, it's someone that is knowledgeable and is able to give you constructive feedback. They need to be able to be honest and candid and bring a variety of different perspectives to a discussion.

Regardless of where you are in life, stage of career or current role, mentors are invaluable. Ideally, they will be positive, interested and enthusiastic about you and your personal growth and development. Choosing a mentor is a low-key event, sometimes the mentor has no idea you have chosen them. It's a friendship or relationship that you invest in and develop because their opinions are well thought through and worth listening to.

When choosing a mentor, choose wisely, someone who will "actively listen", be interested in you and give wise counsel. In life we get to choose our own paths, but we also get to choose the people that we want to take advice from and learn from. I really encourage everyone to have a mentor or two, it can be really powerful for you personally and professionally, just choose wisely. Mentors aren't permanent, they can be for just a moment in time in your life or you can have several for different reasons, parts of your life, or stages of your career.

Whilst I was having a discussion with a mentor last week, we were reminiscing about the company we both used to work at and what made it a fantastic time. My mentor identified that it was one of the best experiences of his career and in his opinion it was due to the people, the team that we got to work with.

I got off the call and I thought about AKD and working here has been an absolute privilege, working with all the people that make up AKD. Sometimes it is easy to focus on the negatives, things that frustrate you, listening to the wrong people who don't care about you or have ulterior motives. This is a choice you make. That negativity will weigh you down. I prefer to focus on the positive and how we can constantly improve, as individuals, as a team, as a business.

Last week I had a Board meeting and this is where I talk to the owners' representatives (Directors) about where we are at, where we are going, upsides, downsides, risks and opportunities.

As such, we spent some time on the Capital Projects and there are a few!!

- Caboolture CDK
- Colac Drymill
- Caboolture Pellet Plant
- Colac Lugloaders and multi-track fence
- Tumut HSS
- Oberon Lucidyne
- Tumut ESP
- Oberon Optimised log infeed

The projects all have their own challenges with inflation, cost control, contractor availability and time pressure but it was also a good reminder about AKD as a workplace. The owners' trust and belief in the people that work here is shown as they continue to invest capital into this business for our collective future.

As I talked to the Board about the projects, I was also talking about the people who are currently managing the projects and then the team who will then run and operate the equipment. Later that afternoon we met and visited the Colac drymill construction site and then the new lugloader and multi-track fence operating in the greenmill. Nick Murray and Richard Pierce did a fantastic job of representing these projects and the site to the Directors. There is a lot happening at AKD that we should be proud of as we constantly strive to improve our business. But it's the people that work here contributing to our culture that truly makes AKD a special place.

Unfortunately, I also need to share that we had to make a difficult decision in April, shutting the Jelfor business with a number of employees being made redundant. The decision to shut this business was not taken lightly but is a reflection of difficult market conditions, access and cost of logs and other material costs increases making the business no longer sustainable. I just want to recognise all the individuals involved in trying to make this business successful over the past seven years. Whilst this is a negative outcome, I believe this is also a reminder that AKD is not afraid of making difficult decisions that improve our business.

Thanks to the team who went on the Tjungu experience and to Glen who organised the opportunity. The immersion was a great experience as we seek to understand the indigenous cultures that make up Australia. AKD has an extremely broad blend of different cultures and ethnicities that are employees, suppliers, and customers. The more we can appreciate those differences and our countries history, the better equipped we are to navigate our future.

So, as I wrap up, choose who you listen to wisely, mentors are important. Being positive is a choice.

As always the last word:  
**Your safety matters,  
Safety is not expensive,  
it is PRICELESS!**



**Shane Vicary**  
CEO

