

THE SPLINTER

AKD EMPLOYEE NEWSLETTER



CONGRATULATIONS

50
years

Peter
Annetts

“Most respected sawmiller
in the industry!”



AKD EMPLOYEE NEWSLETTER

EDITION 53

SEPTEMBER-OCTOBER 2023



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Royal Queensland Show

16

Trade Taster Success

18-21

Pink is the Colour of AKD

22-28

Service Recognitions

Let's get Social!

'AKDSoftwoods'   

THE SPLINTER

is AKD's employee newsletter...
it's made for you!
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YOUR SPLINTER
CONTENT IDEA



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AKD OFFCUTS

2023 FOOTY TIPPING WINNERS

E = employee C = customer



1ST Scott Parmenter (E) **151**

2ND Angus Koch Brown (E) **149**

3RD Vince Nevin (C) **148**



1ST Joel Tamatea (C) **156**

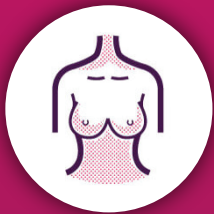
2ND Clint Fulton (C) **153**

3RD Rhett Jeffrey (C) **151**

IF YOU GROW THEM, KNOW THEM!

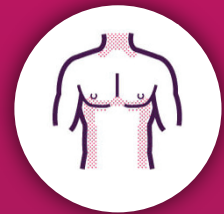
Part of good breast health understanding means getting to know your breasts, so you know what's normal for you. It's about actively *taking care of your pair!*

HOW TO CHECK YOUR BREAST/CHEST



LOOK

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



FEEL

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



LEARN

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



Breast cancer does not discriminate...

MEN CAN GET IT TOO!

Follow this simple process and remember to repeat each month.

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

Health, Safety & Env

I'm continuing on my theme from last article and going to take the opportunity to do a 'shout out' and recognise those that have been involved in the numerous projects going on across the business (I'm not even going to try and list everyone)!

The sheer size of these projects is massive - from the Caboolture CDK, Tumut HSS, Colac Drymill, Jelfor site exit. And while some are complete, nearing completion or still in progress, to have achieved wherever they are up to without an injury is an absolute credit to everyone involved. These are major projects, which have involved hundreds of contractors on site, significant crane lifts and constant changes to normal operations, just to name a few.

These impressive results don't just happen by chance - they take a lot of planning and preparation, effective communication, monitoring of people and activities, and a whole lot of teamwork!

You should all be incredibly proud - not only were you involved in delivering exceptional improvements for the overall business, you did it safely and without injury - so thank you!

For those projects that are still underway - keep up the great work.

WHAT A GREAT OUTCOME - COLAC AND IRREWARRA

In September, WorkSafe attended the Colac and Irrewarra sites as a proactive initiative. The visit was not targeted or themed around any particular area, more so a complete review of our operations and how health and safety is managed as a whole.

Two Inspectors were present and spent an entire day reviewing all departments, activities, plant and equipment and talking with numerous employees throughout the day.

They were impressed with the innovation and technology available that reduces manual handling risks. Machine guarding, isolation, housekeeping, traffic management, maintenance workshops and mobile plant were also noted as being of a higher than expected standard.

One of the biggest positives that was noted, was the behaviour and the culture shown towards Health and Safety by the workforce and contractors across both sites.

One Improvement Notice was issued for the Irrewarra Round Table infeed belt and lack of guarding next to the walkway.

This is a fantastic outcome and demonstrates the H&S journey and improvements that have been achieved over the years.

CRITICAL RISK PROGRAM


The below activities were completed as part of the September Critical Risk Program:

- Release of the AKD Permit to Work Standard and associated documentation
- Work at Heights - general awareness online training package continuing with a total of 876+ employees now having completed the training
- External training being sourced and scheduled for those employees nominated for Rescue Teams

I have been questioned by some individuals as to why they have to do the training, *'I don't do work at heights, I work in an office, or I drive forklifts'*.

It is important to note for this Critical Risk (and for the ones coming up), that whilst the topic might not be applicable to your work - this training is to provide awareness on the topic. You might work in an office environment, however there is a time you are required to do a site walk and you notice a contractor working at a height without appropriate fall protection. You are equipped with the knowledge to be able to question their practices or at least raise it with someone.

Remember - safety is a shared responsibility. We are all responsible for the safety of ourselves AND the safety of others.



**FINGER INJURIES
CONTINUE TO BE
OUR PRIMARY
INCIDENT TYPE**

**EVERY DIGIT
COUNTS**



DEVELOPING OUR LEADERS

A training highlight for the month was the launch of the AKD Health and Safety Leadership training at Yarram. The purpose of this training is targeted towards leaders within AKD to enhance their knowledge of core Health and Safety elements, and how to ensure they can achieve their duty of care in applying requirements outlined within AKD Standards. This training was well received and will continue across the group throughout the year.

The Health & Safety Leadership package delivers training on:

- Legal Obligations (delivered by an external Defence Lawyer)
- Health & Safety Leadership at AKD (an introduction to the training from the CEO)
- Legislation framework
- Risk Management & Hazard Control
- Incident & Injury Management
- Consultation & Participation
- Duty Holder responsibilities

And to wrap up this article, I want to ask that everyone refer back to 'your why' (those things in life you enjoy doing outside of work). As we are getting closer to the end of the year, it is important that we keep switched on. Don't let your guard down and have your mind wandering off.

SAFETY: WHAT'S YOUR WHY?

Ask yourself, if I got hurt before the break – what or who would be impacted?

No job is that important that it can't be done safely!

ENVIRONMENT

STEAM, SMOULDERS AND STOCKPILES

The keen gardeners among us will know the benefits of using mulch on their garden beds. It helps to retain soil moisture and prevent soil compaction. Best of all, mulch also breaks down into compost, which is decomposed organic matter that improves soil structure and provides nutrients for plants.

During break down of mulch to compost, heat is produced by bacteria. The heat is sometimes visible as steam as it escapes mulch piles. Under certain conditions, however, vigorous biological activity can lead to mulch piles getting hot enough to ignite. These conditions can occur when internal pile temperatures exceed 70°C and when moisture levels are between 20 and 45%.

Smoke, or smoulders, are clear signs that mulch piles have become hot enough to ignite internally, and we had several smoulders events in piles of bark or yard scrapings across our sawmill sites in recent months. These smoulder events represent a key fire risk for our business.

A primary way to reduce risk of smoulders is the regular monitoring and maintenance of stockpiles which is important for our low-value wood residues. Runaway composting conditions are more likely to develop if stockpiles of these residues are left unturned for a long time.

The HSE Team has gained a greater appreciation for those in AKD who are maintaining relationships with transport companies to ensure low-value residue stockpiles do not grow and become a fire hazard on-site.

We have also gained a greater appreciation for our log yard leaders and operators – its only through their vigilance and responsiveness that we have controlled smoulder events so effectively to date.

We are now looking into new ways to detect runaway composting conditions and also looking to improve communication of lessons learned from the recent smoulder events across our business.

Composting is a natural process that can be used to great advantage. By remaining vigilant and responsive, we can ensure that this process does not create a fire hazard for our sawmills this summer.



Caboolture

Around the Grounds

SAFETY

We sometimes fail to recognise work that is done well or goes above and beyond in effort because we tend to concentrate on the things that are not going well or problems that are impacting our performance.

Therefore, the Kilns and Boilers teams deserve praise for their hard work on line marking, traffic and pedestrian separation, and storage reviews.

The CDK infeed and outfeed areas are looking great with clear delineation allowing pedestrians to enter and exit the area. The team responding to pack and yard layout changes on their own accord and not requiring a leader to provide direction.

The drymill's Paul Walker, Darcy Osborne, Bella Roberts and Dylan Elworthy completed 'Hands and Fingers Work' and introduced an upgrade to gloves with the aim to improve puncture resistant. The greenmill's Chris Turnbull, Jay Thornton and Torin Mican, have helped in providing valuable feedback for the glove upgrades, which we hope to see an improved back of hand and cut resistance for our sharps handling workers.

We have introduced two colour zones for the Drymill top five foul-up areas with Bella and Paige Spencer leading the charge. Our aim is to make interventions more controlled, ease for operator understanding controls and eliminate unnecessary process so we are not treating slams like a tick and flick.

The maintenance area have been focusing on their workshop and area layout, lifting equipment and access for gear into the greenmill. This will be pivotable in our rescue plan and training. Looking forward to reporting on this space next article

On the people side we have a lot of newer team members and leaders being appointed. We have again seen some fantastic training results; these efforts will come to fruition with more time to gain experience and improved training materials and skills.

PRODUCTION

Caboolture continues to build stock in various products however we are still performing under the production targets. The site operational team and maintenance team are working hard to turn this around.

Understanding the importance of maintaining production rates the site has leased an additional warehouse at Narangba to hold finished stock to will relieve the stock build on site. The supply team are doing a great job in juggling both sites.

The sales team have performed an excellent outcome of securing sales of new product. One particular product, the 190x35, reached a milestone of good grade recovery and it was only the second time that this product had been produced on site for sale.

The pack docker is working additional shifts to achieve the large demand of stud sales which under normal circumstances this would not occur in the volumes now required. A great outcome for our slow moving 4.2m & 4.8m stock.

It is great to see our Sales Team, Supply Chain Team and Operational Teams working together while operating in a challenging and very difficult market.

PROJECTS

In the Greenmill, Stage 1 of the Quad Bandsaw Log Rotation Rollers was completed over a week in July which involved removing the hydraulic drives and replacing with electric drives to provide log gap consistency. With this achieved, Stage 2 will commence shortly.

This additional change will provide our quad operators with a new set of log turning rollers and a hold down roller to enable improvements in recovery. This will position the log to the saws and provide stability of the log while moving through the quad reducers and the quad saws.

The initial saw cut always determines the recovery for the entire log which is most crucial to saw milling.



CDK Infeed Area's newly installed fencing for separation between pedestrians and forklift.

The following was sent in from the Caboolture Gem Club which for the sponsorship AKD recently provided for their 'Gemfest 2023' event:

On behalf of the Caboolture Gem Club, I wanted to extend our sincere gratitude to AKD, especially Paul Ryan and Rachelle Holt, for your invaluable support of our recent 'Gemfest 2023' held at the Caboolture Historical Village in August, which is a pivotal annual fundraiser for our club, as it plays a vital role in securing funding for costs for the upcoming year.

We were delighted by the prompt and enthusiastic response we received from AKD with the donation a generous amount of clean sawdust which is a fundamental element in our children's activities such as 'sieve-a-gem' and 'stake-a-claim.' The joy and excitement that the children experience while sieving for gemstones and staking their claim in containers filled with sawdust is truly heartwarming.

Your support has not only aided us in hosting a successful Gemfest but also furthered our mission of promoting lapidary and gemstone appreciation within our community. We genuinely appreciate your generosity and willingness to be a part of this event.



- The Management Committee, Caboolture Gem Club

CONTINUOUS IMPROVEMENT

The newly formed Continuous Improvement division have hit the ground running at Caboolture.

With a focus on process automation and downtime improvement, the team have been tackling the Green Mill before taking their expertise to the rest of the site. The teams consist of James Roby (Automation Technician) and Jack McCallum (Graduate Mechanical Engineer), both bringing a fresh outlook to the role.

One of the first projects was the automation of feed between product decks into the GM sorter/ lug loader:

Green Mill sorter product flow automation:

The GM Sorter deck is a key component in product flow across the mill, merging Product deck 1 and Product deck 2, before loading boards into individual lugs to be identified and graded. Currently this merge is managed manually by experienced operators, which can be quite a daunting position for newcomers.

The C.I. team's goal was to break down this divide and allow more to run this core piece of plant. Installing new sensor componentry and upgrading current logic, allowed the machine to automatically disperse and evenly manage the incoming boards. This allows the operator to focus on identifying reject boards and correctly positioning product boards on the deck.

Feedback and results:

After a few unexpected hiccups the greenmill team have embraced the changes with open arms, thankful that an often-overlooked system received such a much-needed upgrade. Initial implementation was rocky, but after a few iterations, the system has been reliably merging the two decks autonomously.



James Roby and Jack McCallum.

This allowed the operators to focus on the quality of boards coming through and filling the lugs into the sorter itself. Resulting in a clear increase of average lug fill rate. In turn, an increase in the greenmill run rate can also be seen.

A great result for the newly formed team, putting some wind in their sails to take on the rest of the site!

Paul Ryan
Caboolture Site Manager



Colac & Irrewarra

Around the Grounds

As we bid farewell to winter and welcome the vibrant colours of spring, it's the perfect time to reflect on our recent achievements, celebrate the hard work of our team, and embrace exciting developments on the horizon.



Employees undertaking training on the new drymill line.

SAFETY

The Colac Drymill project has reached a significant milestone as it nears the completion of its new production line installation. What stands out, as a remarkable achievement, is the safety record maintained throughout the installation process. There have been **no** incidents reported during the entire installation phase, a testament to the project's commitment to worker safety.

As the project transitions into the commissioning phase, the focus on safety remains, and a comprehensive review of all safety processes and equipment is now underway to guarantee the mill's safe handover back to production. This includes testing and quality checks to ensure that every aspect of the new production line meets the highest safety standards.

By maintaining a steadfast commitment to safety, the project has shown that **it is possible** to conduct high risk activities without compromising safety.

EMPLOYEE AGREEMENT

We are pleased to announce that our Employee Agreement (EA) has received overwhelming support from our team members, with an impressive 87% of employees endorsing it. This support reflects the collaborative spirit that defines our workplace culture and sets the stage for a prosperous future.

The EA is now in the process of being registered with Fair Work Australia and will serve as the guiding framework for the next four years. It not only ensures fair working conditions and benefits but also reflects our commitment to creating a workplace where everyone can thrive and grow.

DRYMILL UPGRADE

The drymill upgrade has been a journey marked by dedication, innovation, and teamwork. The new trimline will allow us to extract much more value out of the timber we process. The drymill upgrade wouldn't have been possible without the tireless efforts of our project team and our contractors.

The upgraded Drymill facility not only enhances our operational efficiency but also underscores our commitment to excellence. To our project team and contractors, we extend our heartfelt thanks for your dedication, expertise, and unwavering support throughout this project.



New Trimmer outfeed and endig rolls.

WELCOMING SPRING WITH A BBQ BASH

We recently hosted a BBQ event at the Colac Office to celebrate the changing seasons. The event was filled with laughter, delicious food, and camaraderie as we shared stories and enjoyed the fresh spring air.



THE AKD FAMILY EXPANDS

Congratulations to Taylor Towers, VIC Sales and Service Manager, on the arrival of her beautiful daughter, Darcy on Friday 6th October.

Taylor has been an integral part of the AKD story, consistently demonstrating dedication, professionalism, and a warm, friendly spirit that brightens our workplace. Her journey into motherhood (for the second time) is an incredible milestone.

Congratulates goes to Dan Delahunty on the arrival of his new baby Sadie. Dan was able to take around seven weeks off to help settle in the new arrival but this meant that the Greenmill was down there number one Area Fitter.

This gave an opportunity for Josh Van Bremen (VB) to step into the fold.

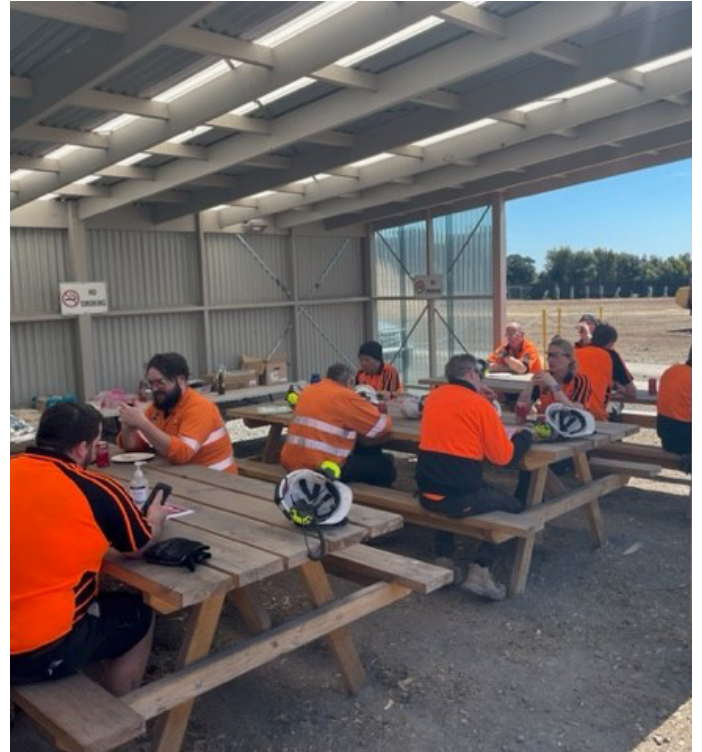
Josh started in the Greenmill Colac before moving into maintenance to take up an apprenticeship so it was fitting that he should do the full circle and fill in for Dan while he was away.

Josh did a fantastic job in a really busy and high pressure environment. It's fair to say that Josh impressed everyone with the way he took on the role and has proved to many that he has a fantastic future at AKD.

Thanks VB for all your effort, we'll have to find a harder challenge for you next time!



John Browne
Colac Site Manger



IRREWARRA

The past two months has seen some big changes at Irrewarra to assist with lowering production to meet the slower market demand. This meant a change in the way we operate, to a model that that effectively runs logs for half the shift, and then stacks out for the second half of the shift. The operating change meant that only 10 employees were required to run the operation, with remaining Irrewarra employees being re-directed to Colac.

Under the guidance of Sam Britton, Irrewarra Green Mill Supervisor, and David Barry, Front End Team Leader, the team took a couple of weeks to work out the best way to combat the new way of operating.

Things are slowly coming together as the team work there way through cutting log, stacking out, NewGen, clearing the table and cleaning the mill.

This was a difficult time, and we can't thank our employees enough on their professionalism and understanding as we worked through the change.

A big thank you to maintenance who have been working on a project to bring our guards and fences up to a better safety standard.

Manly thanks to the dry mill support over the dry mill shut to help with the wrap and strap and NewGen stacking.

Mick Ritchie
Irrewarra Site Manager



Tumut & Gilmore

Around the Grounds

SAFETY

It's a real pleasure to see everyone contributing to the sites housekeeping standard and looking after themselves and their fellow workers.

A few great milestones over the last few months, the Greenmill reached 12-month recordable incident free, and both the workshop and drymill achieved the same great result in October.

Well done to everyone on site to ensuring they come to work and go home in the same state, credit to all.

Continuing with the critical risk monthly safety focus "Working At Height" has seen improvements around the way we work, the equipment for working at heights, and if things don't go to plan how we rescue someone safely. Work is continuing with our site Guarding plan making areas and machine centres safer for our people.

PRODUCTION

September and October included a shutdown, leading into the long weekend, with most of the employees having time off to relax with family and friends which was good timing with the weather starting to change, longer days and a bit of sunshine around.

Sales were strong and I would like to recognise the whole despatch team for their efforts in ensuring we have the right product on the ground to service the market. From planning the production, rotating of stock, and loading trucks, it has been a great effort to ensure we meet our

customers' expectations, well done and thank you.

Production continues to run well, no major downtime across the site with most areas have been hitting their KPI's. As a team we continue to challenge what we need to do to provide a quality product safely.

Process improvements in all areas have been the difference in the results we are getting. The improvements over the last three months in the greenmill have been a standout. This is due to the work that the greenmill team have been doing on flow with Tim Crampton and Dan Attwood heading up the PI projects.

BEARING TRAINING

Bearing Training was conducted in the workshop for our Mechanical and Electrical Tradesmen and apprentices. The Training was organised by Motion Industries who have a National Supply agreement with AKD.

The training was carried out by an Application Engineer from Timken Company and with his additional training our tradespeople are equipped to keeping our sawmill equipment up and running at peak productivity.

PROJECTS

Horizontal Shape Saw (HSS) continues to come along nicely. Over the shut period we were able to install the positioning infeed and the outfeed. Both these projects needed the sawmill to be shut down to do the work.



The maintenance and electrical team completing bearing training.

All the tasks were completed safely and credit to all the team and contractors who made this happen. Big thank you to Peter Annetts, Mick Caddis, Alex Stuart and all the maintenance team who worked long hours to achieve a safe result.

ON THE AIR

As part of the local promotion of the National Apprenticeship Program, Tumut apprentices Jack Stewart (Electrician) and Brody Hillier (Fitter) along with NSW HR Manager Simon Quintner, joined Sounds of the Mountains Station Manager Dave Eisenhauer for a wide-ranging discussion on the benefits of a career with AKD.



Jack Stewart and Brody Hillier in the station.

Jack and Brody extolled the virtues of the training, support and opportunities provided through their experiences as apprentices at AKD Tumut. This is highlighted by Jack's participation in the process to install the new HSS line, and Brody's efforts to reduce downtime by assisting with implementing the site's preventative maintenance program.

Thanks boys for generously sharing your experiences on the radio, helping us attract even more exceptional candidates towards our business.

Be safe and I look forward to finishing off the year safely.

Rab Green
Tumut Site Manager



Ken after his new record breaking run on 8th October 1978.

Spirit of Australia in Tumut

13 kilometres south of Tumut is the Blowering Dam where 45 years ago Kenneth Peter Warby MBE blasted across the dam to set his second, (and current), unlimited World Water Speed Record of 317.60 mph, (511 km/h) which to this day remains unbroken. - becoming the first man in history to break the 300MPH & 500KM/H barriers.

He is the only person in history to ever design, build and drive a boat to a World Water Speed Record. A self-funded boat, built from a \$100 jet engine from a RAAF plane, scratched together with other parts and assembled in his backyard with 3 power tools.

Before Ken's passing in February 2023, he had been closely involved in the design and build of a new boat alongside his son, Dave Warby

Now, years on from Ken's first world record, Warby Motorsport will again challenge for the outright unlimited world water speed record, with Ken's son Dave driving.

The Spirit of Australia II has undergone extensive computerised testing and wind tunnel modelling with Newcastle University. Dave's testing has clocked his fastest speed yet on the Blowering Dam in September, reaching 426 km/h.

The Warby team will be back 18-19 November to the Blowering Reservoir, a long, straight alpine river near the town of Tumut. They hope to get some good runs in November and then they will know when they can look at the record.

"It's the best waterway in Australia for us to do it at, and the Tumut council and surrounding people are so incredibly supportive," the Warby motorsports team crew chief Phillip Frawley said.

To view footage of this magnificent trial run, back in November 2019, go to youtube, search "the fastest man on water / 60 minutes Australia" or follow them on facebook "Warby Motorsport" for all the live details.



The Spirit of Australia II.

Yarram

Around the Grounds

SAFETY

There have been a few projects running in the background around our daily activity at Yarram.

Susanne Dowell, in the treatment plant, has been quietly improving housekeeping and with the aid of maintenance, improving access to areas to enhance the areas safety.

Part of this included the handrailing project. Running alongside her daily tasks, Susanne took it on herself to remove unnecessary clutter to enable safer access. After this, an approach was made to maintenance to build the handrails, and walk overs needed.

Susanne has been instrumental in maintaining the work area facilities. It is always a pleasure to see the extra touches done that not only make the Treatment Plant safer but always better to work in.

Another quiet achiever is Justin Barron. Justin works in the Maintenance Team.

On a recent visit to maintenance, I found Justin working away on construction of some more 'Pack Levellers'. These are to make storage of packs in our WIP piling stock area safer. The area while being concrete has a slope on it. The Levellers enable the packs to be placed on a level frame to make the area safer.

Justin is always approachable and efficiently gets his work done, and as said always working to make everyone's job both efficient and safer to do.

I always enjoy dropping into see people like Susanne and Justin.



Above:
Justin Barron
working on
Pack Levellers.



Left: Susanne
Dowell with the
new handrails.

Another change to note, it was good to see a new face at the weekly Health Safety, and now Environmental Team Meeting. Sean Maxwell has now joined us to enhance Environmental focus on all AKD sites. Environmental thinking can be towards the end of our lists when considering changes to be made, so it is good to have Sean there to remind us. I look forward to his site visits.



Pack Levellers

PRODUCTION

Over the last two months the Yarram site continues to perform well and although the inventory isn't moving as fast as we all hope, all of the team at Yarram are doing a fantastic job to make room and be as flexible as possible to meet the business' needs.

It was great to see the finalisation of the new Enterprise Agreement (EA) here at Yarram with overwhelming support in the final vote in September. The new EA changes the dynamic for skills recognition significantly and allows our employees a pathway to learn more and earn more.

While we are all glad the process is completed, I think it worth recognising our Enterprise Consultative Committee employee members John Borgia, Theresa Selzer and Jason Dobson. Every meeting was constructive and well represented.

SAMANTHA DALE

It is always great to find someone with who is passionate about something and AKD Yarram is very fortunate to have such an employee in Samantha Dale.

Sam's passion is sport and in particular basketball. From an early age she fell in love with the sport even to the point of gaining a tattoo of Lola Bunny from the movie Spacejam later in life.

Sam plays, referees, and coaches at all levels and since joining AKD, is now a recruiter as well. Her team, which is yet to be named, now has three other employees with Kia Anderson, Mikayla Lily and Ange Youens joining Sam. What a fantastic healthy way to get involved with the local community.

GREAT CYCLE CHALLENGE

Last edition I wrote about our two wheeled motorised hogs but this edition I wanted to mention a two wheeler without the engine!

In October, Chevy Hilder, who works in our Drymill, took part in the Great Cycle Challenge to fight kids' cancer!

As of today, cancer is the largest single killer of children from disease in Australia – over 600 children are diagnosed with cancer every year and sadly, three die every week.

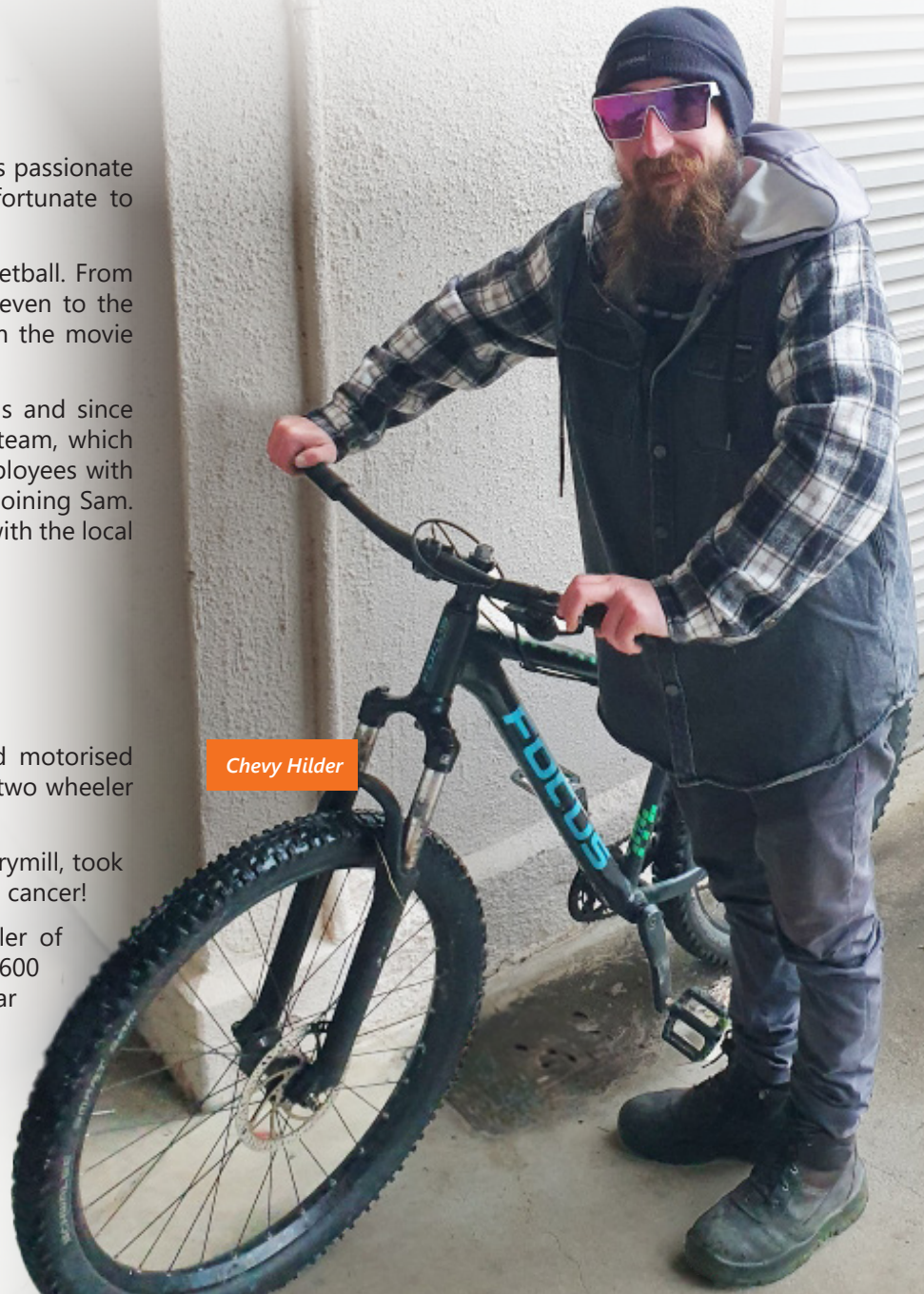
To quote Chevy *"Kids should be living life, not fighting for it."*

To do his bit, Chevy is rode to raise funds to support the Children's Medical Research Institute so they can continue their work into the prevention, diagnosis, treatment and finding a cure for childhood cancer.

To show your support for Chevy visit: www.greatcyclechallenge.com.au/riders/ChevyHilder

Glen Davis

Yarram Site Manager



Post & Poles

In June of this year Portland Pine put itself under the microscope. This followed a prolonged period of difficult trading and challenging performance.

The upshot was that we realised that, while the wider trading environment had changed over time, the business hadn't moved with it.

As a result, a series of initiatives were developed across many different facets of the business – nothing was off limits. Here are a sample of some of the initiatives that are now underway.

BRANDING AND VISIBILITY

We carried out a review of Portland Pine's visibility among our customers with the help of Brooke McEwan, AKD's Brand and Communication Coordinator. Building upon and enhancing the already well-respected name in the Post and Poles community "trusted for generations", we have completed a branding refresh.

The introduction of new signage that our customers can use to highlight and promote our products in their yards has been the biggest improvement. Customers' requests for larger and more creative advertisements for their own stores are gathering momentum, and they have also brought ideas of their own to the table.



HELLO MORWELL DC

With the closure of the Jelfor site, we have instead opted to open a Distribution Centre at Morwell. From there, we are now dispatching both Portland Pine and AKD stock to all of our eastern Victorian customers.

Morwell DC itself has been cleaned up, fitted with new loading areas, developed new traffic management plans, and filled with products. This is a real credit to Ben Bailey and Nadia Cormio.

NEW PLANT AND EQUIPMENT

We have also taken the opportunity to relocate the Bezner Pole Peeler, from Jelfor to Portland Pine's Heywood site. The Bezner produces a beautiful Pole consistent diameter (no taper) across the full length. The project will see much of our reject volume being reworked into a higher value product through the Bezner line, instead of being sent to the chipper.

Once completed the project will see approximately 5000m³ of Super Rounds, Super Slabs, and Super Splits produced and sold both internally within AKD, and externally to many of our current customers. This project is critical to moving our product range into higher margin products and we expect the project to be completed by July 2024.

LOG SUPPLY

We've been looking through our current log supply to see how we can streamline ordering in relation to the stock we currently have on hand and the products we have too much of. Importantly, we also want to offer our log suppliers value in terms of the grades they are able to recover. This has been a significant project, and it will improve the site stock holdings moving forward.

STOCK RECALIBRATION

We are sitting on a significant volume of old stock, much of which will need to be regraded, resorted or remanufactured before it can be offered to the market. Working out the best way to tackle this has also been a challenging piece of work. But as with log supply, we expect this to have a significant impact on realigning the stock position at Heywood.

I'd like to take the opportunity to thank Brent Guild. For our company, Brent's advice, expertise, and support have been invaluable. We look forward to working with Brent when he commences with AKD in November 2023 as the General Manager Forestry.

In addition, I would like to express my gratitude to every Portland Pine employee for their assistance and support during the past three months, which has been crucial in assisting us with the outcome thus far. And to acknowledge the projects team for getting in behind this initiative.

Daryl Hann

General Manager Portland Pine



Royal Queensland Show

The Royal Queensland Show, affectionately known by Queenslanders as Ekka, is the state's largest annual event. Over the nine days of show, they bring the country to the city and celebrate all things agriculture. About 400,000 people enjoyed Ekka this year, with stunning weather, beautiful animals and first-class entertainment.

This year, AKD donated shavings and chip from our Caboolture mill for animals bedding and sponsored the Woodchop and Sowing Competition which has been held at the Ekka for more than a century. Axemen and women come from across Australia and New Zealand to compete in multiple titles.

One of the successful Champions this year was Rob Dowling, who coincidentally works for Trimble software, who are integrated through our log supply chain at OneFortyOne and has worked closely with AKD's forestry department.

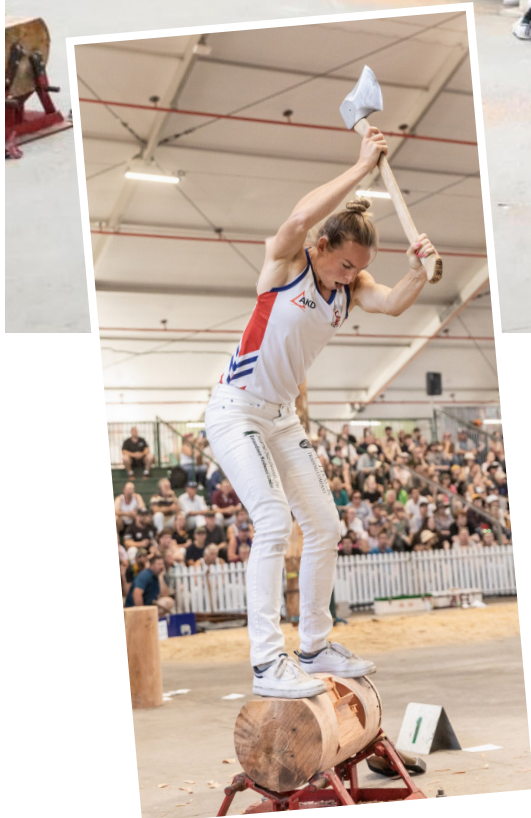
Rob reached out to pass on his appreciation for AKD's recent sponsorship at the Ekka Show, acknowledging that it gave a great lift to the level of performance which helped to attract World Championship competitors.

"I recently competed at the woodchopping at the EKKA Show, where AKD was a major sponsor, and I wanted to pass on that the competitors were very appreciative of the support of AKD. I had a particularly good run myself, winning all three sawing championships: Jack and Jill, Single Saw, and Double Saw, at the show, two of which were Australian titles. Thank you."

Rob Dowling
TRIMBLE FORESTRY



Right: Single Saw Champ
Below: competing in Shouble Saw Champ race



AKD sawdust under the hooves of a Champion

Thank

Together, we have raised

"CHECK YOURSELF TO PROTECT YOURSELF"
amongst our employees, their families,
and our community along with raising

\$51,400

for the McGrath Foundation



Protect Yourself

raised awareness to

“PROTECT YOURSELF”

families, and our communities,

using a total of

66.37

million Breast Care Nurses.

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

This October was our fifth consecutive year proudly supporting Breast Cancer Awareness Month by turning Pink throughout the month across our sites to show our support and to raise money for the McGrath Foundation.

As an AKD Team we, with a number of contributors to the cause, raised a total of **\$51,466.37** for the McGrath Foundation Breast Care Nurses this year. This is a fantastic effort and will go a long way to assisting the foundation to continue to provide the support and services to those in need. A massive round of applause to each and every employee who participated.

We again focused on spreading the awareness to **'Check Yourself to Protect Yourself'** as early detection of breast cancer gives greater options for effective treatments available and a higher rate of survival. It was a month filled with enthusiasm, creativity, and most importantly, a collective effort to make a difference with each site making it their own.

YARRAM'S BAKING BONANZA:

Yarram kicked off the month with an exciting initiative – a baking bonanza led by the leadership team. From home-baked goodies to supermarket cheats, everyone contributed to the cause. An afternoon tea turned into a delightful event that not only satisfied our taste buds but also raised much-needed funds. Additionally, during the last week of October, Yarram hosted a fantastic lunch and raffle, showcasing the incredible participation of our employees.



Yarram team taking time to celebrate together.

COLAC'S DIVERSE FUNDRAISING:

Colac had an array of fundraising activities including a site raffle with prizes up for grabs from generous local retailers, a 'Donut Forget to Check Yourself' morning tea with an array of pink donuts from a local bakery and off-course the 'Great 2023 Bake Off' where Rhiannon Young took out the title for the second year running. Carolyn Arnold, Payroll Officer, organised a site wide Pie Drive. Employees jumped on board quickly, ordering 340 pies in total, raising a total of \$1,360.



Caz's PinkUp Pie Drive



Rhiannon's winning cake.



Bec and Jaimmii at the 'Pink PopUp Shop'.

PORTLAND PINE'S COMMUNITY ENGAGEMENT:

At Portland Pine, the local community joined the cause by decorating their storefronts and wearing 'Check Yourself' shirts. Jaimmii and Bec hosted "Pink Pop-Up Shops" outside the Portland Woolworths a couple of times throughout the month. If the goal was to raise awareness, then they certainly succeeded. Jaimmii reported that the number of men who commented "Nah, that doesn't apply to me" was unbelievable. So, they took the opportunity to educate, encourage everyone to check themselves, and to have conversations with their loved ones. By the time they held their second stall, they even had customers waiting for them to set up!

On-site activities included two BBQs and a raffle. The generosity of the PPP team, as well as the support from customers, suppliers, and contractors, was remarkable. Even with opting for a more relaxed approach towards fundraising this year, the sites efforts resulted in over \$5000 raised.

TUMUT'S PIZZA STANDSTILL:

Tumut and Gilmore ran raffles through the month of October. And to celebrate, Tumut's mill stopped on October 26th with around 100 employees gathering for a pizza lunch and the grand raffle draw.

CABOOLTURE'S HOT DOG DELIGHT:

In Caboolture, a variety of fundraisers added a touch of fun and education around the site. Maintenance kick started the month with hotdogs, Drymill followed up with a sausage sizzle, and Admin and Logyard joined together in the last week for a Bacon and Egg Burger Breakfast. These events not only raised funds but also ensured that breast cancer awareness was prominently featured around the site, reminding everyone of the importance of self-care.

Caboolture's Matt Jones, Dion Matekino and Craig Dorrian got into the spirit with Pink Locks.



Matt, Dion and Craig got into the spirit with Pink Locks.

It was once again evidence that throughout the month, our employees demonstrated an unwavering commitment to spreading awareness and supporting the McGrath Foundation. The combination of creativity, community engagement, and generosity resulted in a successful result this year.

We extend our heartfelt gratitude to all our employees and partners for their dedication and participation in this noble cause. Every donation made to the McGrath Foundation is helping them provide more breast care nurses to communities in need. With your help, no one misses out on care!



Tumut's Pizza Pink Day

Trade Taster Success



Electrician's Madison and Hunter.

"My favourite trade was electrical and being able to see how the sensors worked and to really see what happens in a real workplace e.g. attending breakdowns and other issues that came up during the day. Everyone was really nice, welcoming and approachable and made the experience even better. They put in a lot of effort to make us feel welcome and ensured we got a real idea of how the trades actually work. It's something I would definitely recommend and do again."

SARAH



Saw Doctor's Sarah and Harry.

In August, Caboolture embarked on the launch of the first-ever 'AKD Trade Taster' program, in partnership with St Columban's College.

After a recent presentation at the school, AKD received numerous students' expression of interest to come 'try a trade for a day' at AKD.

Eight Year 12 students donned AKD uniforms from head to toe and underwent an induction. Over a span of four weeks, the students, working in teams of two, rotated through each of the four trades within AKD: Wood Machinist, Fitter, Saw Doctor, and Electrician.

AKD employees Aiden Beattie (Fitter), Tyler Gerrie (Electrician), and Andrew Edwards (Wood machinist) played pivotal roles in guiding and mentoring these young minds during their trade exploration journey.

We're excited to continue offering students opportunities for growth and exploration locally through initiatives like these and showcase our dedication to fostering the next generation's interest in trades and empowering them to take their first steps towards potential career paths.

With the overwhelming positive feedback from both students and our team, we eagerly anticipate the possibility of rolling out this program to our other sites, extending this invaluable experience to even more young talents.

"I especially enjoyed the Saw Doctor trade at AKD. I liked being able to assist the Saw Doctor fix broken blades and learning the skills to accomplish this. Our Supervisor was extremely approachable and easy to talk to and ask questions. Overall this was a great experience and I'm glad I had the opportunity to do it and would recommend it to others."

KELTON



Fitter's Jarvis and Bailey.

"My favourite duty from the electrical would be learning about what they do and going around looking how they set different things up and run the different wires. The employees we were working with were nice and inclusive with everything we did. They wanted to know a lot about us and what we would like to do after school etc. They were very patient and willing to teach us many different skills within that job."

BAILEY



Wood Machinist's Kelton and Sebastian.

BRIDGE TO BRISBANE

with Karyn Gilding
Finance Administration
Officer



Bridge to Brisbane was held on 15th October and Brisbane turned up the weather to put on a fine and sunny day with blue skies and a top of 31 degrees. The event for 2023 was sold out with 30,000 participants raising over \$1.2m for a range of charities.

AKD generously sponsored entries for 16 of the Queensland team that did the event this year. 10 of those (Andrew Taylor, Greg Levinge, Marcus Solman, Paul Hamilton, Rachel Scilley, Paul Ryan, Dennis Gould, Karyn Gilding, Mark Diedrichs and Richard Bambling) braved the longer 10km course whilst six others (Jordan Schilling, Chris Luscombe, Jess Temple (with baby Xavier), Amanda and Matthew Bell (with their littlies Harrison, Charlotte and Sarah) and Ash Koul (with his family Sheenam, Samyra and Aakrish) did the 4.5km trek.

The 10km race started at 7:30am and finished the feat in under 2hrs. The runners of the 10km group were Andrew Taylor who finished in 56mins 1s, Greg Levinge in 58mins 37s and Marcus Solman in 59mins 57s. The 4.5km trek much later (and much hotter) in the day and saw Jordan Schilling running it in 25mins 14s and the rest of the team coming in around the 45min to 1hr mark.

There was entertainment stages placed throughout the course to keep spirits high and fun throughout including the favourite opera singers staged in an underpass close to the finish line who gave a stellar performance.

There were a few sore and tired bodies after the race, but everyone was in good spirits and proud to wear their medals.



Karyn Gilding, Dennis Gould, Mark Diedrichs and Richard Bambling still smiling at the halfway point.



Amanda Bell and son Harrison.



Jess Temple and baby Xavier.



The 10km crew caught up for a much needed cold one after completion of their race. Pictured: Greg Levinge, Richard Bambling, Dennis Gould, Mark Diedrichs, Karyn Gilding, Marcus Solman, Paul Ryan, Paul Hamilton, Rachel Scilley and Andrew Taylor.

50 years

Written by Peter Annetts

50 years is a long time to be doing anything, work, marriage, friendships, and experiences. This milestone for me is even more special from a career perspective because I've got there doing something I really enjoy in a rewarding industry. Like any endeavour spanning several generations, there is a lot to reflect on.

IMPORTANT MILESTONE

For me it began on the 21st of September 1973 at the Gilmore site, which at the time was owned by PGH.

I entered an industry that was low tech and filled with mostly manual tasks. These tasks required heavy lifting and although we didn't know any different then, were at very high risk of injury. The work force was male dominated with most of the workforce being made up of workers who had other sources of income, farming was one, and the timber industry provided off farm income in some cases.

My early time was spent labouring with jobs in the Greenmill and bark plant. During this time, I was successful in gaining an apprenticeship as a Sawdoctor. This trade was in house training coupled with a Fitting & Machinist course at Wagga TAFE for a combination trade qualification as a Millwright.

In 1976 the next phase of my life began when I married my wife Nerrelle, who has been by my side for all this journey.

We have 4 children Gordon, Fiona, Amanda and Mitchell who have added 7 beautiful grandchildren to our lives. We have been fortunate that the industry has allowed us to remain in the area and still have a career and support our family.

By being part of this great local industry, I have been able to continue a career and still enjoy the lifestyle which allows a good work life balance. This balance has been helped by my fishing and shooting interests as well as enjoying the regions great motorcycle areas.

In the late 70's the Gilmore Sawmill was destroyed by fire and a small temporary sawmill was installed to continue production while a new sawmill was built. To bolster production a small mill in Batlow was also utilised to produce timber for the Gilmore Kilns and Drymill. During this time, I was able to work with the sawmill construction crews as well as support the Sawshop in providing saws for Gilmore and Batlow. Thinking back, this exposure into the Engineering side of the business proved to be the attraction. Once the new mill was completed, I remained in the maintenance team in various roles.

Although my career now finds me in a senior role in the business, some might say it took me 50 bloody years to get there! During that 50 years I have been supported and given opportunities to work in the part of the business that for me, is the most rewarding. I have witnessed and had roles in making our industry safer, smarter, more environmentally compliant and seen the shift from what was regarded as the three "D's", Dirty, Dumb and Dangerous. The Tumut site now under the AKD banner is a preferred place to work. It's rewarding to see the support of worthwhile initiatives



Peter and wife Nerrelle

"I have worked with Peter for close to 45 years and in that time have found him to be nothing short of professional and courteous in all his dealings."
 Tony McGrath - DESPATCH SUPERVISOR



Peter Annetts

AT TUMUT



like PinkUp, Kokoda, local sporting teams and schools, while also providing pathways into our industry.

NEW GENERATIONS, LOGO'S AND CHALLENGES

Gee, where to start here. I guess the company names first: PGH, ACI, F&T, BTR Nylex, CSR Softwoods, Weyerhaeuser, Carter Holt Harvey and AKD.

What these ownership changes bought for me was a wealth of industry options, directions, technologies, and personalities. All of which proved a major motivation for me to continue to learn and remain in the industry. It is fair to say, that this remains a driver for me today. An example of which is for most of my career we were continually looking for ways to have a sawing function that kept timber stable and secured against a fixed point. The aim was no saw movement and no product movement. Now I am involved in the HSS Project in Tumut and this technology is about every part of the sawing function to have the ability for controlled movement to increase yield and grade, we've come a long way.

In the context of challenges, nothing compares to what we had to do in response to the Dunn's Road fire which destroyed around 40% of the resource for Tumut, and how as a site, we dealt with Covid 19, as did the rest of the country. Either one of these challenges alone would have had large impacts, but combined, the site had to

work through difficult situations to maintain our business. As devastating as they were, there were learnings around adaptability, change management and a team approach that remain in our business today.

REFLECTIONS

It may sound strange, but the 50 years doesn't seem to have taken long. That could be either a memory problem from age or an impact of all that sawdust. Whatever the story, it's not until you put it on paper how that time has been spent that you realise it has flown by. The other reality is, a lot of the people who started this journey with me are no longer around. I take some solace from the fact, that I still to this day, reflect on the part so many of them played in making this such a fun ride and those who are continuing to make my job great.

Thanks to everyone who has travelled this road with me. There have been too many contributors to single any out, but collectively, some of you have been part of the 50 years.

**"MOST RESPECTED
SAWMILLER IN THE
INDUSTRY!"**

Mick Caddis
EIC & PROJECTS MANAGER

"Congratulations Peter on a truly remarkable and inspirational 50-year career. I never met an individual that is so committed to perfection, professionally and personally. For example, the pride he takes that his vehicle is immaculate every day which shows his character and his commitment to the business and projects he undertakes. His wealth of knowledge is irreplaceable and contacts and the network he knows is truly amazing. I have been extremely fortunate to have an individual of Peter's capability working with me, mentoring me, and guiding me throughout my career."

Rab Green
TUMUT SITE MANAGER



40 Ken Hughes YEARS AT TUMUT

Ken Hughes has been married to Sharon for 36 years, with five children, David, Megan, Lisa, Matthew and Lauren. They have nine grandchildren aged between 4 months to 16 years old, with another due end of January 2024.

Ken is a quiet man who loves anything mechanical. He has fixed many cars with various mechanical issues over the years, enabling them to be once again functional. His down time is definitely spent under a bonnet, whether a car, mower or even a motorbike. He loves attending swap meets in search of parts and enjoys talking to likeminded people

He is recognised around town in his white Datsun 1200 ute and his current project is restoring a 1928 Chevrolet National Tourer.



Ken and his 1928 Chevrolet.

Ken, tell us about your journey at AKD:

I started at the mill in October 1983 and have had many roles over the years including Weighbridge Operator, Loader Driver, Debarker Operator, RBS, Headrig, Twin, Edger, Sorter operator.

Out of all the jobs I have done here, RBS has been my favourite. Other highlights include all the jobs related to the Green Mill and acquiring new skills.

How do you like to spend your time outside of work?

Outside of work, I like to fish and go to Swap meets for car parts. I like old cars and motorbikes. And of course spending time with my family and the grandkids.

Describe your perfect day?

Being at home, under a car bonnet I am in my element. No worries, this is my down time.

"I have known and worked with Ken since I started in the mill back in the 80's. He is your classic 'quiet achiever' who gets his job done with little fuss and has a strong work ethic. He has cut a lot of logs over the years which has made Ken a huge asset to this site. Well done on 40 years Ken."

Bill Stuckey
SAWSHOP SUPERVISOR



Ken, wife Sharon and granddaughter Aisosa.



Ken and his Datsun.

"I have worked with Ken for over 30 years as a workmate, shift leader and Manager. I have found Ken to be a great operator, he is always on time, has a great knowledge of the green mill process as well as having a good sense of humour. Ken takes pride in his workplace and has the respect of his fellow workers. Congratulations Ken on 40 years' service."

Scott Gorman
GREEN MILL MANAGER

"I have known Ken since 1995 when I first worked at the Tumut Sawmill. Ken has always been a great bloke to have a yarn to about all things cars and sawmills. In my early days here, Ken taught me a lot about how all the machines in the mill work and he continues to do this today. Ken has been a huge contributor to the success of the Tumut Mill over the last 40 years and I would like to congratulate him on this milestone."

Dave Rosetta
MAINTENANCE MANAGER

35

Tony Watts AT CABOOLTURE

In July 1988, Tony Watts started working at the Caboolture Sawmill, and has since provided over 35 years of service and dedication to the site.

Tony started as a labourer on the Green Chain, manually stacking timber on the outfeed.

This is where Tony's career all began and with his father as head saw doctor at Caboolture servicing the greenmill for 15 years, it truly is a family event.

He has witnessed and been involved in many of the changes over the years across the mill including safety and machine upgrades.

Working his way through the greenmill, from labourer to Quad Operator, and operating everything in between, is a true testament to Tony's reliable, and hard working nature and his pride in the work place and product being produced.

Outside of the mill, Tony has travelled to some amazing places including Egypt, Uluru and Dubai.

He has a passion for four wheel driving and shooting at the gun club.

"Tony it has been an absolute pleasure working with and alongside you. Hats off to this wonderful achievement you have inspired and coached many people along the way and made some life long friends some which still work in greenmill. Many thanks to you Tony for your commitment and years of teamwork. It is an achievement and honour. Your knowledge and experience is on another level and doesn't go unrecognised. Thank you from all of us at AKD and look forward to sharing more memories in the future."

Chris Turnbull
GREENMILL DAY
SHIFT SUPERVISOR



15 Michael Pevitt YEARS AT PORTLAND PINE

Michael 'Mick/Mickey' Pevitt started at Portland Pine Products in 2008 in the production department. He proved himself to be a bit of an all rounder leaning to operate most machine centres.

After a few years Mickey made his way into the dispatch crew and he is currently the Leading Hand of our Dispatch team, working daily as a Loader Driver and assisting in the planning and logistics.

Mickey has made many friends along the way. He is well received amongst the truck drivers internally, and externally, he is always up for a good joke and enjoys working with everyone. Mick requested a special shout out to Mr Graham Mutch.

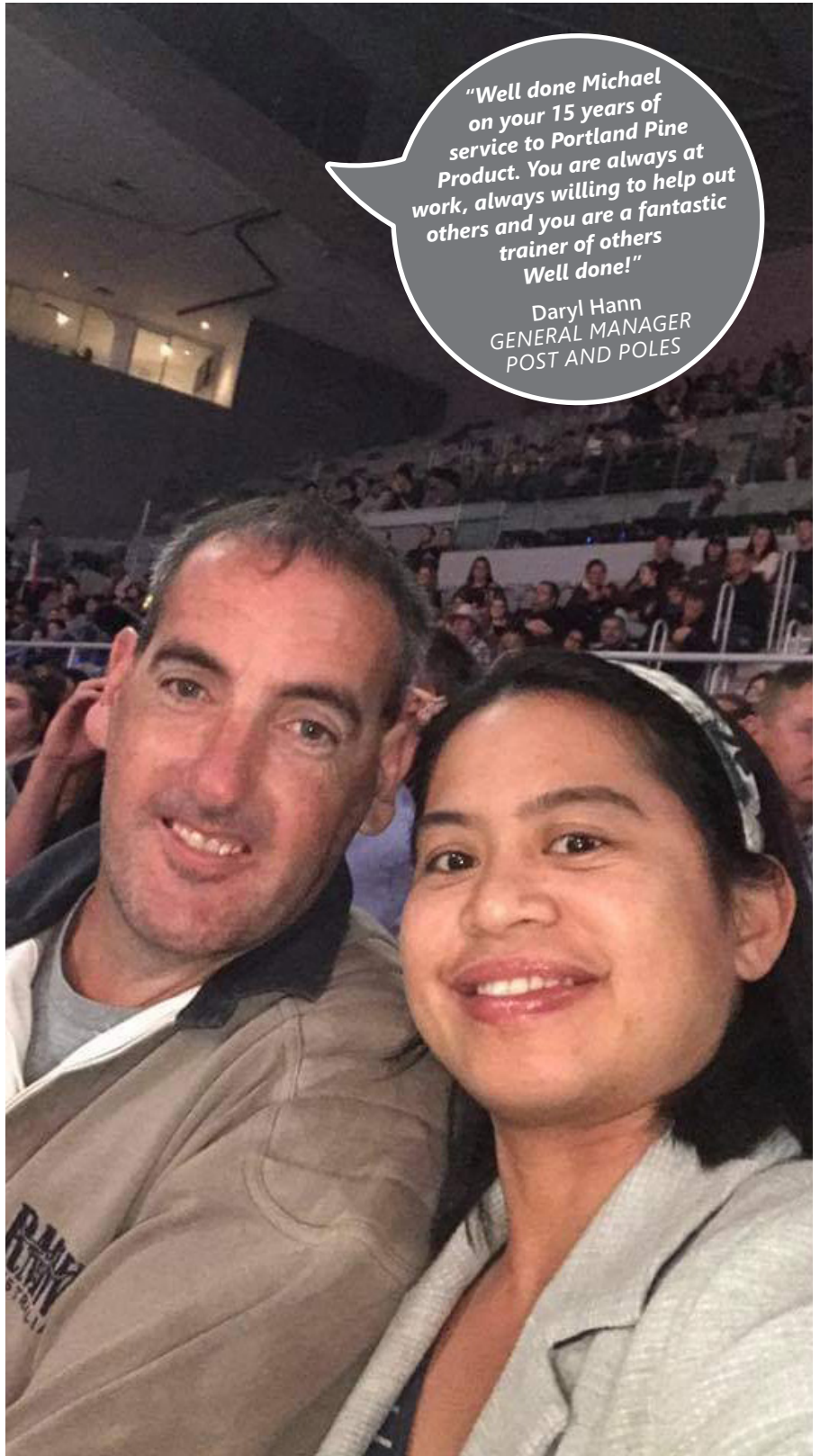
Mickey has many interests and hobbies that fill his free time which include motor sports, fishing, camping, 4x wheel driving. He barracks for the West Coast Eagles in the AFL but most of all, he enjoys spending time with his wife, Johana.

Michael and his lovely wife Johana have a farm which occupies a lot of their time. They spend many weekends outside doing farm work, building and constructing as needed and tending to the cows and the chickens, which they breed many varieties of.

They also spend quality time in their lovely garden and occasionally take time to sit with a coffee and, as Mick puts it, loves to have a good chat about nothing, to put it politely!

Johana accepted Michael's hand in marriage in May of 2014, and they have been happily growing as a married couple ever since. A couple of years ago they adopted a cat name Shirley, who is a very spoilt member of the family.

With both of them so busy working, running their farm and other commitments one would think there is not much left for anything else, but they also love travelling to the Philippines for regular holiday to visits Johana's family.



"Well done Michael on your 15 years of service to Portland Pine Product. You are always at work, always willing to help out others and you are a fantastic trainer of others Well done!"

Daryl Hann
GENERAL MANAGER
POST AND POLES

10 Darcy Osborne YEARS AT CABOOLTURE/COLAC

In the world of work, milestones are not just about counting the years; they're about celebrating the journey, growth, and dedication of individuals who make a difference. Today, we take immense pride in commemorating Darcy Osborne's remarkable 10-year journey with our company.

Darcy Osborne embarked on this journey at the Colac site a decade ago. He was a dedicated team member in the Dry Process, working his way into a role as Quality Control.

In 2018, Darcy and his family took a leap and transferred to our Caboolture location, expanding his horizons and enriching his experience in the process.

Darcy's commitment and dedication to AKD and his team didn't go unnoticed. He soon achieved the level of Drymill Team Leader, before progressing to his current role as Drymill AM Supervisor.

During this time at AKD, he has consistently exhibited leadership, and the ability to inspire and motivate his team. His co-workers look up to him not just for his knowledge but also for his down-to-earth approach and willingness to lend a helping hand.

Beyond the workplace, Darcy Osborne is a devoted family man. With three children to care for, he juggles his responsibilities with grace



and resilience. He understands the importance of work-life balance and ensures that his dedication to both his family and his job never waivers.

Darcy is a keen fisherman, getting out as often as his commitments allow him. In addition Darcy and his family love getting to the beach and enjoying everything that Queensland has to offer.

As we celebrate Darcy's 10 years of service, we are reminded that his journey is a testament to the values we hold dear as a company: hard work, dedication, and personal growth.

His story is an inspiration to all, proving that with commitment and a passion for what you do, you can achieve great heights.

"As this Splinter went to print, Darcy decided it's time for a new adventure. Darcy has been a valuable part of the AKD team in Caboolture and Colac, motivating his team to achieve great results. Being able to lift the mood of the team and motivate them to achieve great success. Thank you for your time with us at AKD, and we wish you all the best for the future."

**Christian Gibbs
PRODUCTION MANAGER**

10 Wesley Wombwell YEARS AT PORTLAND PINE

My time at Portland Pine started when I had three interviews for the job and then had to wait over three months for the offer. So now I have the job, it is going to be hard to get rid of me!

I work in the maintenance department, but I have also had to go down and stack posts when needed. I spend my time fixing machinery when it breaks down, and offering assistance to the operators and completing small projects in the background with Dave Monaro,

I am also the site Union representative, which I really enjoy.

Respected people that I have worked with in my time at Portland Pine Products would include, Peter Heard, who was our Site Manager before he retired and Dave Monaro, our Maintenance Supervisor who is a very smart man.

I have two sons, Oscar (17) and Harley (9) with my lovely wife of 13 years, Doreen.

I wish it was still the 90s when they made good music. I enjoy driving my Mini Cooper S, going out for a ride on my motorbike, watching the Mighty BOMBERS, spending time with my wife and boys, and playing with my dog, Stanley.

*"Congratulations
Wes on your 10 years
of service at PPP, you are a
well-respected employee, and
very good at training the new
apprentices in the maintenance
department, thank you for your
service."*

Daryl Hann
GENERAL MANAGER
POST AND POLES



Wes with sons Oscar and Harley and dog Stanley.

EVERY DIGIT COUNTS

Safety *What's your why?*

HAPPY ANNIVERSARY



JOE CARTER

STRATEGY & BUSINESS DEVELOPMENT MANAGER

I have a background in Queensland Forestry, and recently joined AKD after 18 years with HQP and its predecessors, mostly in the Beerburrum area.

My wife and I live on the Sunshine Coast and spend most of our time chasing after three mischief-makers (sons). Our weekends consist of sport, kids party's and swimming. I am now proficient in Pokémon and Bluey is my favourite TV show.

I am a second-generation forester and grew up on a farm in NSW, so forestry and farming are in my blood. I think regional Australia has so much to offer and could not imagine living in a city. Getting around, visiting regional communities, and experiencing the positive impact AKD is making, is amazing.

I am a Panthers / Dolphins supporter in the NRL, have given up on Rugby Union and AFL is a foreign concept – look forward to being educated.

I am very excited about joining AKD and learning a whole lot more about the other side of the supply chain. My first month has been exceptional and I am grateful for the warm welcome I have received.

It is a great industry, and I look forward to meeting more people and becoming a sawmillier.

NAME	YRS	DEPT.	SITE
Peter Annetts	50	Maintenance	TUM
Kenneth Hughes	40	Greenmill	TUM
Brendon Sharrock	25	Drymill	PPP
Daniel Billing	15	Greenmill	COL
Michael Pevitt	15	Drymill	PPP
Anthony Atkins	10	Greenmill	COL
Darcy Osborne	10	Drymill	CAB
Matthew Cowell	10	Log Yard	COL
Michael Lamb	10	Greenmill	COL
Andrew Parker	5	Dispatch	CAB
Brayden Woodall	5	Sawshop	CAB
Brooke McEwan	5	HR	COL
Carolyn Arnold	5	Payroll	COL
Dennis Gould	5	Log Yard	CAB
Jacob Harris	5	Drymill	COL
Jess Rolleston	5	Finance	TUM
Kyle Edwards	5	IT	COL
Ravneet Rana	5	Electrical	COL
Scott Haslem	5	Drymill	COL
Surawut Anurak	5	IT	COL
Susanne Dowell	5	Treatment	YAR
Wendy Bryant	5	Drymill	COL





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



ADRIAN PEARCE
DRYMILL
CABOOLTURE



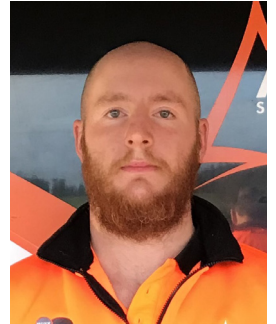
ALEX MAIDEN
GREENMILL
YARRAM



ANDREW WATERSON
GREENMILL
CABOOLTURE



AYVA MACKAY
VIC SALES
COLAC



BEN VISTUER
DRYMILL
YARRAM



BENEDICT LEONDARD-PEKIN
DRYMILL - COLAC



BENJAMIN BURCH
POST & PEEL
PORTLAND PINE



COOPER BUCOLO
DRYMILL
COLAC



DAVID DURBRIDGE
POST & PEEL
PORTLAND PINE



DION MATEKINO
DRYMILL
CABOOLTURE



JACOB SUTHERLAND
MAINTENANCE
CABOOLTURE



JAMIE GREER
GREENMILL
CABOOLTURE



JASON TYE
SAWSHOP
CABOOLTURE



JOE CARTER
FINANCE
NATIONAL



JOEL TOOHEY
ELECTRICAL
TUMUT



JOSHUA LAING
DRYMILL
CABOOLTURE



JUSTIN CLARK
POST & PEEL
PORTLAND PINE



NIKKI KOBER
DRYMILL
CABOOLTURE



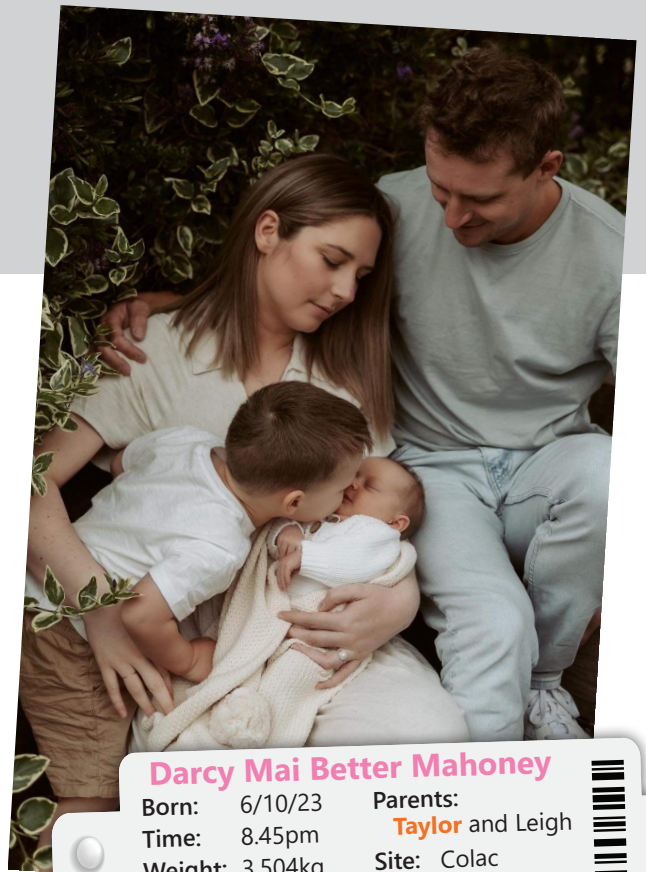
RANDALL DAVIS
GREENMILL
CABOOLTURE



TAMARA LEEHANE
FINANCE
NATIONAL

Welcome to
the **TEAM**

B A B I E S



Darcy Mai Better Mahoney

Born: 6/10/23 Parents: **Taylor** and Leigh
 Time: 8.45pm Site: Colac
 Weight: 3.504kg Dept: Sales
 Long: 48cm
 Little sister for Parker



Sadie Louise Delahunt

Born: 6/10/23 Parents: **Dan** and Emily
 Weight: 4.8kg Site: Colac
 Little sister for Iggy and Beau Dept: Maintenance



Paddy Dillon Edwards

Born: 23/08/23 Parents: **Kyle** and Eliza
 Time: 11:33pm Site: Bromfield
 Weight: 3.65kg Dept: IT
 Long: 52cm



**CONGRATULATIONS TO ALL AKD FAMILIES
AND THEIR NEW BUNDLES OF JOY!**

To celebrate these special moments with us,
please reach out to your Splinter Representative.

**AKD Paid Parental
Leave Policy**

AKD Paid Parental Leave Policy was created to support your family during this important life event. We recognise the importance of taking leave to care for your newborn and creating the balance between work and family life. Speak to your Site HR Manager for further details.

The Wrap-up



At AKD we have a long history of continuous improvement which has underpinned the growth of the company since its inception. It is important to recognise AKD was started nearly 70 years ago by a group of entrepreneurs. Whilst we can document key decisions, key appointments, and key acquisitions through the growth journey, one of the most powerful and proud pillars of our history is that AKD has “self-funded” its growth. What this means is the company is what it is today through decades of continual reinvestment based on a philosophy of continuous improvement. A dedicated partnership of collaboration between owners and employees constantly looking to the future.

I think of continuous improvement as being a couple of intertwined philosophies (this is not from a textbook, it's just my opinion). The first tenant of continuous improvement is a fundamental belief that we can always do better, we can always improve. Every day we can always find opportunities to make changes or refinements, simplify and streamline, make it safer, more productive and easier, creating value that we all benefit from.

The second tenant is about “having a crack”, being prepared to try, to be brave, and have a go, be prepared to make mistakes in the pursuit of a long-term goal. I think this links back to the original founders of AKD. AKD got started as we had a group of founders and then subsequent directors and employees that “had a crack!” The easiest job is to stand on the sidelines and criticise the actions of others, the tough job is to be brave and have a go! See an opportunity and pursue it, identify a continuous improvement objective and go for it.

Continuous improvement is not just about productivity but can relate to every activity and every task in our organisation at every location. The obvious linkage for me is to now talk about equipment investment or project justification. Instead, I want to focus on “**Social Licence**”.

At AKD we believe we have corporate responsibilities that go way beyond the obvious commercial outcomes of running a business. Our corporate responsibilities include our Social Licence. A social licence is not a real “licence” but rather it is built around reputation and how your community, your neighbours and your stakeholders view your company's operations, behaviours and impact on others. Therefore, clearly we want to have a positive social licence, one where our stakeholders have a positive view of AKD and our employees. A social licence is an intangible item and much like a reputation, can take years to build and seconds to destroy.

At AKD, we have a number of activities that maintain or build our social licence. There are some really obvious examples like PinkUp, Bridge to Brisbane, Movember, Kokoda, Gap Year Program, key sponsorships, and participation in community events. Some other less obvious examples are presentation of sites (ie gardens etc), the Apprenticeship Program, our uniforms, how we conduct ourselves as employees and engage with our neighbours and our councils, etc etc.

One of the most obvious “social licence” issues we have to manage is our impact on our **Environment**. We take this responsibility seriously and we recognised about three years

ago we needed to do more, and be more proactive. We employed a dedicated expert, Sean Maxwell and looked to replicate what we have achieved with H&S.

More recently, Sean has joined Toni Kirkup's team to give “Environment” additional resources and a larger profile. Much like H&S we do not see environment management as one person's job, but the responsibility of the whole organisation. We are all in this together. We cannot have one employee trying to improve our environmental performance, when we can have the power of everyone contributing.

When we think of our environmental responsibilities (social licence) there are a few obvious categories such as dust, noise, light and drains. Our “goal” as a company is to have a business that has a zero-harm impact on our environment and our neighbours (stakeholders). We have a range of activities across the business, measuring, monitoring and reacting to issues and complaints. But we would like to do more, be more proactive and improve faster.

Recently I was talking to Sean and my paradigm of thinking of “environment” was based on impact on 3rd parties, ie. our neighbours and community. But Sean stopped me in my tracks and challenged me to consider that we should be thinking internal impact first. If we can reduce the dust and noise internally for ourselves, then the byproduct would be also beneficial for our neighbours and broader communities, and therefore our Social Licence. Quite simply if we have a continuous improvement focus on our internal environment our external stakeholders will also see the benefit.

This links back to you, imagine if our sites could be cleaner (less dust etc) and if we could operate without earmuffs (less noise), it would not only be a safer more enjoyable place to work, but we would also be improving our social licence. The benefits would be for all of us. So that's our challenge, not Sean's but ours. What can we do collectively to improve our environmental performance and safeguard our social licence?

Final word, a massive thank you to Peter Annetts for 50 years' service. Also an ambassador of our environmental standards and driver of Tumut's ESP Project. Peter, we are lucky to have a person like you in our company, a believer in continuous improvement, but so much more. Your contribution to Tumut is significant and appreciated. Thank you.

Shane Vicary
CEO

