

THE SPLNTER

AKD EMPLOYEE NEWSLETTER



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EDITION 54

NOVEMBER-DECEMBER 2023



EDITION 54

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The launch of LEAD

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Farewell to Greg Musson

18-19

Gottstein Wood Science Course

20-21

Christmas Colour Competition

22-31

Service Recognitions



FOR THE **LOST TIME INJURY SEVERITY RATE** IN COMPARISON TO FY22



130+

EMPLOYEES CELEBRATED THEIR 1 YEAR ANNIVERSARY AT AKD

Let's get Social!

'AKDSoftwoods'   

THE SPLINTER

is AKD's employee newsletter...
it's made for you!
Contribute to what you read.

SCAN QR TO SHARE
YOUR SPLINTER
CONTENT IDEA



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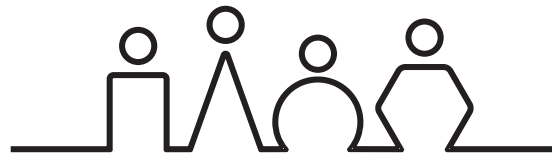
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YARRAM

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WE ROLLED OUT

DIVERSITY EQUITY INCLUSION



RESPECT@WORK



WE SOLD APPROXIMATELY
ENOUGH AKD STRUCTURAL
TIMBER TO BUILD

28,567

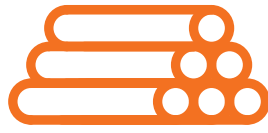
AUSTRALIAN TIMBER
FRAMED HOMES

THAT WOULD STORE
THE SAME AMOUNT OF
CO2 FROM THE
ATMOSPHERE THAT

94,506

CARS PRODUCED THIS YEAR!





PORTLAND PINE **SOLD**

760,611 POLES

WHICH WOULD SUPPORT ENOUGH GRAPES TO MAKE OVER

1.6 million
BOTTLES OF WINE



24

EMPLOYEES
ACCESSED AKD'S
PAID PARENTAL
LEAVE POLICY



AKD

2023 ROUNDUP



2,497,500

SEEDLINGS/CUTTINGS
WERE **PLANTED**



80+

FORKLIFT & LOADER OPERATORS
COMPLETED THEIR '**VERIFICATION
OF COMPETENCY**' TRAINING



6300+

SPLINTERS **MAILED** TO
EMPLOYEES **HOMES**



650+

OPERATIONAL
SOP'S **REVIEWED**

OUR I.T. TEAM **STOPPED**

60

SECURITY ATTEMPTS
TO BREAK INTO
AKD'S SYSTEM



Health, Safety & Env

Woohoo – it's time for everyone to have a well-deserved break!!

Christmas this year is going to be really quiet for me and my family. We don't have any plans, other than enjoying time with each other, maybe a few day trips to the beach and no doubt we will eat too much food.

Whatever you and your family are doing – I hope you enjoy and can get some time to relax.

My goodness – the business has achieved so much over the last 12 months! 2023 was another exciting and jam-packed year with some really cool projects being completed and some positive improvements being made.

Are we where we want to be? Not at all, but we are constantly looking at ways to improve and we will continue to strive towards a zero harm workplace.

In the last part of the year, we saw quite an increase in finger related injuries which we spoke about through previous Splinter articles and the CEO video – this is an area we will continue to work on through 2024.

Remember, be safe at work AND safe at home. Please take the time to read through some of the safety messaging included in this edition – we want to see everyone back fit and well for 2024.

From the HSE Team, we wish you and your families a very Merry Christmas and fantastic New Year!



Critical Risk Working at Heights training being completed using the portable training unit in Tumut.

2023 ACHIEVEMENTS

- ✓ Reduction in injuries and injury severity
- ✓ A number of significant projects completed safely and without injury
- ✓ Continuation of the Critical Risk Program with a further four elements released
- ✓ Introduction of H&S Leadership training
- ✓ Preparation of the 3 year machine guarding plan, following an independent assessment
- ✓ Launching the new & improved Health, Safety and Environmental Management platform 'DoneSafe'



Sat and Greg with Jason Lim (right) conducted a full review of our machinery guarding across all sites.



Merry Christmas



YARRAM



Pack Levellers were developed in Yarram for use of WIP piling stock for the slopped concret making the area safer.



COLAC



Health and Safety Leadership program piloted in Colac.



PORTLAND PINE



An outcome from the Traffic Management Review at Portland Pine was to install new signage at entrance point to improve clarity of restricted access areas.

Caboolture

Around the Grounds

SAFETY

Safety, quality, and production are often disrupted with changes in roles at all levels. However, despite all this our new recruits and existing employees have contributed to site achievements that deserve recognition and appreciation.

One of the most notable achievements was the changes we made to our traffic management processes throughout site.

We have seen significant change:

- Clear delineation for pedestrians and protection from mobile plant with the addition of speed way barriers, gates and signage
- A designated UHF channel for all mobile plant and call up process.
- Street signs and decal markings after our lumber legends.

Another great achievement from the site was that we went a whole year without a serious injury and remained LTI free for all our AKD employees. We still have had our incidents and close calls, but an outstanding effort from everyone.



We will continue to build on this platform and make further change in the coming 12 months and beyond. Our Safety pledge by every employee has helped us re-enforce our commitment by physically demonstrating we are prepared to make our decisions and behaviours count in making our workplace better.

There is a saying that we have shared previously around site:

"Every day the sun sets and the clock resets.

Your wins don't matter. Your failures don't matter.

Don't stress on what was, fight for what could be!"

It's been a fantastic year, you matter, you being injury free is important to us and you being in a good head space is critical. Stay healthy – THINK, WORK and BE SAFE.

PRODUCTION

Well it's hard to believe I have been at Caboolture for 11 months. Reflecting back, the team at Caboolture has certainly had some challenges this year, from keeping our people safe and driving new productivity and runtime goals. But there have also been so many positive changes. All teams across the Caboolture site from Safety, Maintenance, Log Yard, Greenmill, Sawshop, Kilns, Drymill, Despatch, Finance and Projects have all contributed to the changes across the site collectively.

The start of the year began with trying to navigate safe access around the multiple civil works happening around the site, laying foundations and construction of multiple buildings.

As the year progressed and, the CDK was finalised, the focus then shifted to productivity levels in the Greenmill. With hard work and determination from everyone in this team they have now certainly hit their sweet spot. They grasped the top five key issues and continually chipped at them, eliminating constraints in the mill.

SAFETY:

**WHAT'S
YOUR**

WHY?





If I can quote from Richard Bambling:

***"Keep hammering the top five... Relentlessly!
I promise you that it will pay you back in due course...
The smell, you know that cutting pine smell? The
whole green mill. Smelled like... victory."***

This has flowed through to our Kilns and onto the Drymill as the constraint shifted downstream, but the same again, they have continually driven out some key failures achieving some excellent run rates.

While it's ok to produce this great product at the increased levels, our teams at Despatch and Sales have certainly worked together to move the stock to our valued customers, overcoming some major hurdles in stock build.

So, to the Caboolture team - you have certainly pulled together a great result bringing the Caboolture Site to a new level while breaking records along the way.

PEOPLE

This was my first year experiencing PinkUp and it was certainly a pleasure to be involved. With such a great team working together, for a great cause and the support from the mill was simply unbelievable. Congratulations to everyone.

This year our safety team have continually reminded us of our responsibilities on site to ensure that we go home to our loved ones in the same condition we came to work in. Just as important though, is to remind ourselves to continue the same when we are at home. I am sure everyone is looking forward to a well-earned break, however, I would like to thank the majority of our maintenance and project teams who will be working extensively over the shut. Please stay safe.



As the year draws to a close, I would like to thank everyone personally as it's been extremely rewarding working with such a passionate team. The engagement and levels of enthusiasm working towards a great future for 2024 has been a true reflection of our people. So on behalf of all staff and my family, I wish you all a Safe and Merry Xmas.

Paul Ryan
Caboolture Site Manager



Colac & Irrewarra

Around the Grounds

I know we say it all the time and it's probably over done but it has to be said, where did that year go!

I can't believe that as I sit pulling together this article we only have a few more weeks until Christmas!

SAFETY

As the holiday season approaches and we gear up for a well-deserved break, it's crucial to keep safety at the forefront of our minds at work.

Leading into Christmas, it's easy to get caught up in the excitement, but let's remember to stay focused on our tasks and maintain a vigilant attitude to ensure a smooth and accident-free end to the year.

We have recently had a number of incidents and near misses that could have had more dire consequences, but we have been able to stop and review where we can improve and try to continually put controls in to stop them happening again.

The daily grind may have left us feeling a bit drained, but now is the perfect time to take a step back and think about what truly matters to each of us, remember to enjoy the time off. Whether you're surrounded by family, friends, or enjoying a quiet moment down the beach, make the most of it, use this break to recharge and reset.

When we return in 2024, let's aim to come back with a fresh perspective. The new year offers a clean slate, a chance to set new goals and tackle new challenges. Let's bring the lessons learned from this hectic year into the next, with resilience and a renewed sense of purpose.

IRREWARRA VISITOR

While Irrewarra may have reduced its production it hasn't reduced the quality of the visitors it gets.

A certain Fitter that will remain unnamed had his heart tested when he felt something up the leg of his overalls and looked down to see the tail of a Blue Tongue lizard protruding from the leg of his overalls.

Looking to all the world like a Tiger Snake tail this is not what anyone wants to see up their leg. Hat's off to the Fitter involved who stayed calm and ensured the lizard was not hurt in anyway when being extracted from his overalls and saw it safely released into a new home far away from a Sawmill.



Imagine looking down and seeing that tail sticking out of your trouser leg!

PRODUCTION

What a year it was, a year in which we saw a new Revolver Lug Loader and Multi track fence go into the Colac Greenmill. We also saw a well overdue major upgrade to the drymill which has doubled the size of the drymill layout and added a Revolver Lug Loader, Multi track fence, Trimsaw box and (very) high speed Stacker.

The drymill project has certainly tested all involved but

SAFETY:

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once things settle down I'm supremely confident we will have one of the premium drymills in Australia, if not the Southern Hemisphere!

There were also some sad times through 2023, not least the reduction at Irrewarra. It was a very difficult decision for the business to make but with the market slowing and volume needing to be taken out of the market the call was made to reduce Irrewarra from 18 staff to 10 staff and run a "half pace model".

While breaking up a tight crew like Irrewarra was difficult you had to admire the maturity of the employees involved and I'm pleased to say Colac had jobs for each of the eight people affected by the reduction.

BOWLING THEM OVER

The good thing about commissioning new plant is that you get time to talk to people and while Hayley probably regrets telling me we have a couple of Champions in our midst, now that it's out in print.

The drymill's Hayley Murnane is in her second season back at lawn bowls after an eight year break.

The treatment's Rebecca McMahon (BJ) has been playing for over 20 years with multiple wins under her belt (in short, she's amazing).

We are proud to say that they have both worked their way up into the West Coast Region Representative side after competing in the trials which narrowed down 16 to 12 bowlers for the final team.

In the past the girls have played together a few times, coming runners-up in the association 4's, winning the association triples (for the whole region) and have both represented the Victorian state team.



Rebecca McMahon and Hayley Murnane.

They will be representing the West Coast Region at the regional sides championships on Saturday the 13th of Jan in Ballarat. Best of luck ladies!

And finally, as 2023 comes to a close I would like to thank everyone at Colac and Irrewarra for all their hard work throughout 2023 and wish them a very happy Christmas and a happy New Year.

It's been a challenging year with the market coming off, interest rates rising and inflation spiking so please be safe over Christmas/New Year and let's look forward to a safe and productive 2024.

John Browne
Colac Site Manager



Tumut & Gilmore

Around the Grounds

SAFETY

The warmer months are well and truly on us now, which can only mean one thing,... Christmas!

It's not called the silly season for no reason, people are getting tired and frustrated, stress levels are high, all I can say is, remember to be kind to each other, we are all on the same team.

Lots of focus on ensuring we are checking on each other as we progress to Christmas. It's important we all take our time to identify risks in our role and challenge what we do. Coming into Christmas it can be a distraction, so please stop and think about the practices we do, whether they be regular or in upset conditions.

Some well-deserved time off over Christmas is on the horizon where most of us seem to eat and drink too much, if you have a beverage or three, ensure you have a Plan B.

It has been mentioned in previous Splinters, but hand and finger injuries continue to be our biggest concern. Looking back over the first aid data in DoneSafe, all except for one first aid treatment was for hand and finger injuries. Whether it was hitting your hand with a big hammer or trying to staple your hand to the end of a pack of timber, we don't have spare parts for our hands or fingers.

On a positive note two departments in Tumut achieved 365 days Recordable Incident Free. The maintenance department was one, which we all know the weird and wonderful places these guys put themselves to keep our machinery running, and the drymill was the second, which is possibly the main area where we allow people to reach into the process and drag out that rouge board.



The women of Gilmore and Tumut get together once a year to celebrate Christmas. More than ten years ago, this tradition was established, and former employees still attend today.

STOCK

Sales were again strong for the last few months with the assistance of having the right product on the ground to service the market. I would like to acknowledge the whole site for continuing to challenge our quality and working with sales to ensure we target the right product mix and opportunities.

The site has been planning for the upcoming Christmas break, looking at stock levels to ensure old product we can run so it is not exposed to the elements for too long over the break. Planning on maintenance activities and project work which will be finalised for the break.

PRODUCTION

Another pleasing month with all areas hitting their targets. The site continues to look at where we can improve and put plans in place to change. This process is ongoing across the sections and its starting to show with the continual consistency of the site. Well done to all and again thanks for all the effort and focus throughout the year.

SAFETY:

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SUPPORTING THE WONDALGA RFS REBUILD

It takes more than equipment and personnel to fight bushfires but without these the likely outcome is disastrous. The support provided by volunteers during disaster events continues after, through ongoing preparation, training and planning for the next.

Wondalga Rural Fire Service shed was built 20 years ago but saw intense activity during the 2020 Dunn's Rd fire storm. On fire ground activities require immense background support. Equipment repair, refueling, water refill, first aid, communications, emergency shelter and catering provision are just part of the story. Anybody can be involved to help our community to work together during these times.

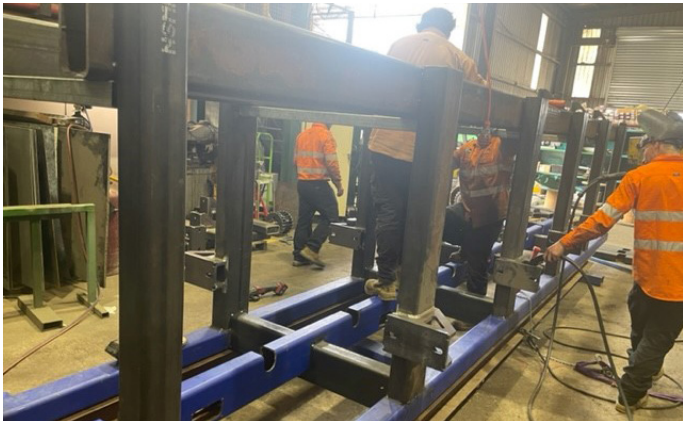
Any disaster highlights our limits to adequately responds. We could see that equipment servicing and secure storage, along with catering, needed improvement.

Wondalga RFS reached out to AKD for support in upgrading these facilities. We donated the framing timber for them to start building.

The disastrous 2020 fire season saw many people and organisations rally together in support and action across our communities, covering financial, emotional, medical and equipment needs, which was all coordinated through RFS personnel.

Hopefully the new facilities will only see use during training, general meetings, community roadside clean up days, but if needed, they now have an improved base to work from.

"As always, the number of people involved is far greater than those mentioned; thanks to AKD Paul Dow and Rab Green for the enthusiastic support and Wondalga RFS Jake (Captain buster) and Shane (assistant in charge) Walsh for the creation of this facility."



The maintenance team are doing an excellent job constructing and show casing their skills.

PROJECTS

Lots of work continues in the project space especially around the Horizontal Shape Saw (HSS). The maintenance department has been constructing the second RBS Infeed which will allow for the cants to be transferred through and rotated. This piece of equipment has been designed in house by Alex Stuart, with components laser cut and delivered to site.

I'd like to take the opportunity to thank everyone for all the effort and focus on safety throughout 2023. It's been again another challenging year with the market being tight. Credit to everyone for ensuring the site continued to perform and ensure Tumut continues to be successful which rolls into the community and town being successful. Please enjoy your break and take the time to relax and be safe with family.

Rab Green
Tumut Site Manager



Yarram

Around the Grounds

SAFETY

As always, the safety space has been busy at Yarram! Over the last two months we have implemented a new loading ramp for bark. We have taken the opportunity to relocate it slightly, which will certainly help maximize logyard space in the future. The use of prefabricated concrete panels made the installation super quick and easy.

Manual handling is always something we are working at reducing and in recent times, Yarram has purchased a couple of tow tugs to use on our site to assist with trolley movements. It takes a significant amount of force to get our stacking trolleys moving and over the years we have seen far too many injuries. Once we fine tune the hitching process, it will be a great improvement.

I think it is worth mentioning our new physiotherapy program that Tanya Jones has put a lot of time and effort into implementing for our site. Previously, any employees who needed physio as part of return to work, would need to travel 50 minutes each way for an appointment plus the appointment time.

We now have a physio from the Gippsland Physiotherapy Group, James Ingeri, on site once a week for a few hours to not only see employees, but he is also reviewing our manual handling training package and looking at what we are doing on the floor. It has been a great step forward for Yarram and so much better for our people to access.

PRODUCTION

With inventory levels still quite high on site our forklift drivers have been doing an awesome job to keep the stacking of packs safe for everyone as well as maintaining good stock rotation and pack quality. It has definitely not

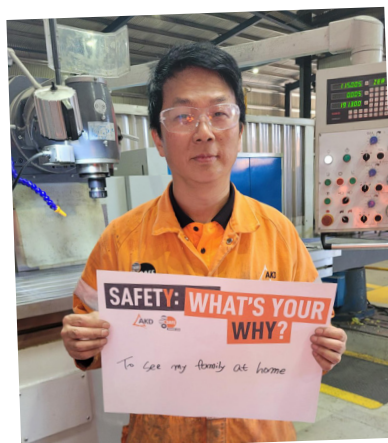


Forklift and Chainsaw training.

been easy for the drivers but seeing the patience and respect for one another is fantastic.

The other thing that works really well for Yarram is the relationship between our sales team, Dylan Flanigan and Dave Reilly, with our production team. They are constantly tweaking the product mix to suit orders and prevent inventory getting out of control.

SAFETY: WHAT'S YOUR WHY?





Yarram's womens Timberwolves basketball team. AKD employees: left Samantha Dale and Kia Anderson, along with Mikayla Liley far right.



AKD represented at the Yarram Ag Show.

Last edition, I mentioned some of our employees creating a team in the local basketball competition. Happy to update everyone that the "Timberwolves" are going great and off to the grand final!

Our Yarram team again headed to the local agricultural show to represent in our community, and to educate on who we are and what opportunities we offer. Surprisingly, as one of the biggest employers in the area there are still a lot of people who don't know who we are and what we do. I am sure most are still envisaging horses and carts and it is very satisfying showing off much more modernized sawmilling.

This year, almost all of our lead team put there hand up to be part of this which was fantastic to see. Big shout out to Brooke McEwan for her help with design of the gazebo that certainly made AKD stand out amongst the crowd.

In late November the whole site came together to recognize some significant service from our staff: Susanne Dowell at five years, Luke Hall at 10 years and the guy who was here since the start, Julian Hay at 30 years. All three have made a significant contribution to the site and was great to have some lunch together and acknowledge them. I think Julian was pretty chuffed with his jelly slice and there was no way he was sharing.

Being the final edition of the year, everyone here at Yarram would like to wish all AKD employees a safe and fulfilling Xmas. Bring on 2024!!

Glen Davis
Yarram Site Manager



Post & Poles

Hi everyone, firstly I would like to thank everyone for yet another big year, it has certainly been a challenging one indeed.

As we all know, the lead up to Christmas is a period where we all start to think about the upcoming holidays that most employees are going to have. To ensure that we are all safe during this period, we need to make sure we are using the SLAM process correctly and taking the time to ensure that we are placing corrective actions to prevent injuries. Participating in toolbox talks and asking questions everyday, and making sure we have the courage to intervene. If you see something that isn't right, please raise it and talk to your team members about it. This all goes towards finishing the year safely so that we can all enjoy that much needed break.

This year, Portland Pine has seen its fair share of challenges. The sales market has been ordinary, to say the least, with the farming sector being the worst hit with floods in some areas and drought in others. Cattle and sheep prices have been declining throughout the year, the viticulture sector seeing grapes prices also falling to record lows, all leading to almost the stop of cambio sales from our business. This has resulted in us planning to reprocess stock into a saleable product. With a sale secured in QLD to a new customer, it is a fantastic start to a new relationship and the new year.

Throughout the year we have worked hard on our safety programs and processes and training. Many employees onsite have completed extensive training on loader and bobcat operation along with HSR training. The safety committee is working hard on actions that arise from operations, and its great to see the commitment from the team to correct these. Unfortunately, we had a few injuries this year, however our employees that were injured are back to their duties which is a credit to these individuals.

SOP reviews have been completed this year. This has been a good process for us to complete, giving us a chance to review the SOP against the actual tasks and ensure that the



SOP matches the task. As soon as each SOP was reviewed and updated all employees were then signed off against the new version keeping us in line with our KPIs. Thanks to all employees that have helped during the revision and implementation process, the teamwork was outstanding.

Big thank you to the Post and Pole teams during the PinkUp this October. From onsite activities to setting up stalls in front of Woolworths, I could not be prouder of our group, to raise over \$5,000 from a small team is a fantastic effort!

This year has also seen the closure of the Jelfor operation. I want to say thank you to all existing employees and past employees during this hard time. The Morwell DC is now in operation, with a small team and are now delivering Portland Pine products to the Gippsland region expanding our marketable area.

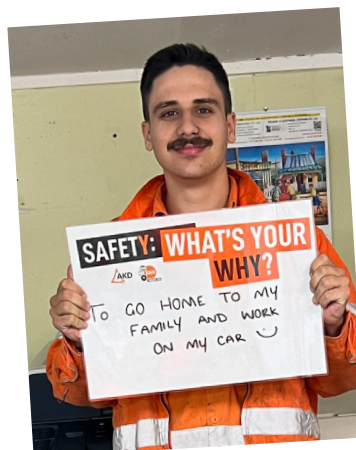
And to end the year, I hope that you all have a fantastic Christmas and a very happy new year. I cannot wait to see you all when we recommence in January 2024 for a bigger and better year.

Daryl Hann

General Manager Portland Pine



SAFETY:
WHAT'S
YOUR
WHY?



The launch of LEAD LEADERSHIP EXCELLENCE AND DEVELOPMENT

November saw the launch of AKD's new leadership development program, LEAD (Leadership Excellence And Development), a foundational program for leaders at AKD. It is an evolved version of the OpEx leadership program. A program that was rolled out to over 140 people throughout 2021 to 2023.

The program involves theoretical and practical activities which is aimed at creating consistency and common approach within our leaders, and best position them to be successful and effective in their role. LEAD consists of three modules, making up the Leadership Capability Framework.

- Module 1 – Understanding Self
- Module 2 – Leading Others
- Module 3 – Managing Performance

Since completing the Opex Program, we have seen around 55 new leaders promoted or recruited into new roles, all of which will go through the new LEAD Program.

The first cohort held in North Lakes in November consisted of 16 new leaders from across our business covering a variety of roles and locations. The training delivered over the period of the week were Modules 1 and 2 together. From team leader to national roles, it allowed the group to learn about different areas of AKD and share experiences. Cross site/function relationships and collaboration were key to the program.

LEAD will be run bi-annually with every employee appointed into a leadership role or in a role which requires influence and engagement across the business participating. This ensures that everyone gets the same learning experience and leadership development support, and it is a fundamental part of the culture and capability we want of our people in the future.

Feedback supplied by participants has been positive with examples of applied learning already being shared amongst their teams. There are also a number of post-training activities to help reinforce the learning including buddy catch ups, virtual cohort sessions and 360 Assessments.

For 2024, we have planned at least four cohorts that will go through the same program and in the second half of the year, we are planning to roll out Module 3. For those leaders who were involved with the program prior to LEAD (being OpEx) we will also be looking to run leadership events to refocus and refresh on some of the concepts with new working examples and application.

Gen Ryan

Talent Development Manager



"LEAD training has provided me with the very practical tools to be an effective leader. I have a better understanding of how others perceive my leadership and how I can adjust to get a better results for the team and the business."

*Dimi Hughes -
National IT Project Manager, North Lakes*

"It was a good eye opener for me as I am always wanting to improve my leadership skills and this course covered a lot of the key aspects for new leaders. It was run really well by Cathy and I couldn't fault the material and the knowledge she brought to the group."

Dylan Baulch – Colac Dry Mill 2IC

"The LEAD program has been an amazing opportunity to build my confidence and give me the tools that I need to lead my team effectively. It has helped me to understand my team, achieve better outcomes and how to be a better communicator and engage with my team."

*Tracy Van Nierop -
Colac Dispatch
Administration Officer*



Cutting-Edge Highlights



with Neil Hunter
Sawshop Manager



Throughout 2023, our Saw Shop operations confronted a series of challenges across all sites which were accompanied by significant achievements along the way to resolution.

We had upgrades of new equipment and technology into our saw shops. These upgrades included a new circular saw guide dresser and a robotic circular saw grinder at Colac/Irrewarra, a new RZ1 bandsaw auto at Caboolture and new band saw profile grinders at Tumut.

The updates at Colac brought a new level of technology to the Saw Shop allowing increased productivity and quality. While the decommissioned and replaced pieces in Tumut and Caboolture were obsolete and had limited support, these upgrades also promised and delivered improved efficiency, enhanced performance, and a positive impact on the overall operations of our sawmills.

The Tumut Saw Shop team has not only focused on their own advancements but has also continued to support Caboolture Sawmill with saw servicing, creating a mutually beneficial relationship between the two sites.

A call went out to Tumut for assistance to Caboolture, with members of Tumut Sawshop team making the journey to supply approximately 15 weeks of support over the year. More than 280+ saws were serviced in Tumut for Caboolture. This is an indicator of the dedication both Sawshop teams produce when combined and contributed towards Caboolture achieving the success the site had this year. A special thanks to Bill Stuckey and the Tumut Sawshop crew for their assistance at Caboolture and stepping up back at Tumut while some of the team was away in Caboolture.

Congratulations goes to Caboolture's new team leader Rob Dunn who will lead the Saw Shop team going forward and apprentice Daniel McNabb on recently being awarded the '2023 Camco Best Teamwork and Communication Award' at the TAFE NSW Saw Technology Awards.



*Tumut Saw Shop team after the commissioning of their new Camco Shark Grinders.
(L-R): Jarred Baker (Saw Technician), Bill Stuckey (Saw Shop Supervisor),
Nathan Hardwick (Saw Technician) and Adam Grayland (Leading Hand Saw Technician).*

The Colac Sawshop team, lead by Matthew Laity and Troy Kidman, continues to improve sawing performance at both Colac and Irrewarra mills. A big effort has gone into improving the required standards needed for good sawing performance on a high speed, high tech saw lines, like the Colac USNR.

Colac hosted some of the Tumut Sawshop team to take them through the HSS saws and machine alignments in support of the install underway at Tumut, which is due to be completed in February '24, with an ongoing support system in place between the sites.

2023 marked a milestone of the first National Saw Shop meetings where members from all saw shops across our businesses, including HPP at Oberon, gathered to share experiences and opportunities, which has resulted in ongoing conversations and future collaboration projects in the works.

Going forward, we will continue looking at national training opportunities for the trade. We'll be

reviewing the possibility of having bandsaw manufacturing for the group being centrally trained at Tumut, and alignment training with the use of our new laser technology and focussed circular saw training for apprentices.

We will be analysing the challenges we have had at both Caboolture and Colac sites with skills, knowledge and staffing numbers. We will also be looking at evaluating programs to support the development and training of our apprentices, with the intention to compliment and align practical knowledge in our mills to the TAFE training planning with their National Trade Qualification.

With sawing technology and manufacturing needs rapidly changing, we recognise the need to change our development planning to support our trades and manufacturing requirements.

2024 will be an exciting time to continue all of the improvements and developments in our Saw Shops and Saw Mills.

Farewell to Greg Musson



with Peter Annetts
Tumut Engineering Manager



Greg started his journey in 1989, working in the Planermill at Gilmore and before this as a trade's assistant with the maintenance crew. In 1990-91 he transferred to the maintenance crew, where he was offered an apprenticeship as a Fitter Machinist after a trial period of the midnight shift.

When the Gilmore site was sold in 1993, Greg transferred to the Tumut maintenance team and from 1994 to 2004 worked as a shift fitter across the site. During this time, he also served on the CSR superannuation board as a member elected trustee Director.

In around 2004, Greg ventured into a new approach for equipment reliability and was instrumental in setting up the VA side of the maintenance team, a position that he has developed into a key part of AKD in asset reliability. His dedication and accomplishments in this role have provided many improvements and procedural changes regarding our Predictive Maintenance programs that Greg has diligently provided. These include a vigorous Vibration Analysis program, Oil Sampling, thermal imaging, and the use of strobe light technology. Greg has always demonstrated a "can do" attitude and was a willing contributor to assist where and when required. A self-starter and motivated tradesman, Greg is the exact person to build, implement and maintain the Preventive Maintenance side of the AKD Tumut and Gilmore sites.

While Greg's efforts and commitment to his role will be missed, he certainly deserves his retirement. The evolution of maintenance procedures and attitudes has changed significantly during the 30 years of Greg's service. His hard work and diligence have greatly benefited AKD Tumut.

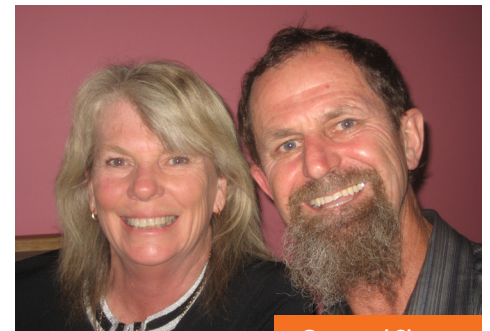
We thank him for his efforts and many contributions, and I am confident that he will find success and happiness in retirement.



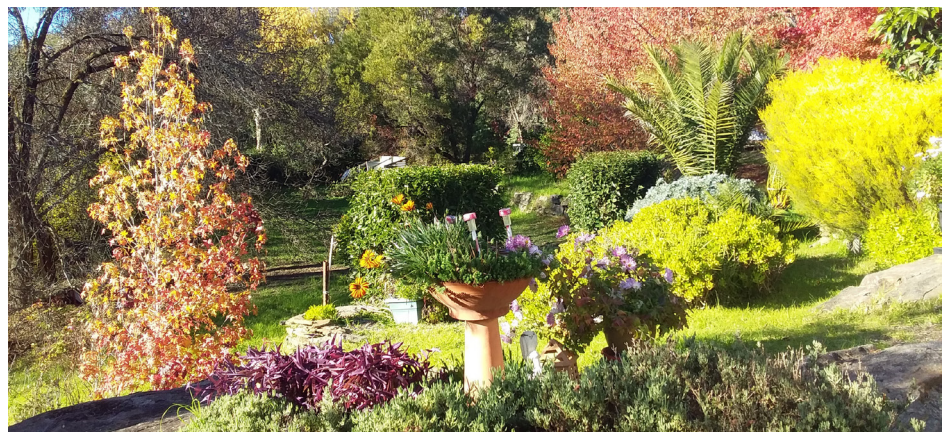
Greg Musson, Peter Annetts and Dave Rosetta with the trophy from the ACI Annual Golf Day.

"I would like to wish Greg all the best going onto his next chapter in life. Greg's smoko breaks would often coincide with mine, we would have some great discussions, albeit esoteric. I will miss this the most. Thanks Greg!"

Alex Stuart
ENGINEERING TECHNICIAN



Greg and Sharon.



Greg's passion outside of work - their garden.

Wishing you the best in the future endeavors that retirement will surely offer you.

I'm sure Sharon has some of your retirement mapped out mate, which I know you will embrace wholeheartedly.

"I would like to personally congratulate Greg on his retirement from AKD. It has been a considerable industry journey for us both and I trust your 34 years has been both rewarding and enjoyable."

- PETER ANNETTS

2023 Gottstein Wood

Simeon Oborn

Colac's Supply Chain Manager



In November, myself, along with Anthony Elliot (Colac Greenmill Quality Control Officer), Kenneth Tsang (Colac Resource Analyst, Forestry), Mark Johns (Tumut Drymill Quality Manager) and Holly Wright (Oberon Drymill Quality Control Coordinator) had the opportunity to attend the prestigious Gottstein Wood Science Course.

This immersive experience provided unparalleled insights into the dynamic world of timber, ranging from captivating lectures by industry leaders, to on-site visits at notable companies like the Alpine Frame and Truss facility, an MDF plant, and the renowned CLT manufacturer, XLam. The program also included AKD's very own National Building Regulation Manager Kim Harris, presenting on 'Engineered Wood Products and Pathways to Market Compliance'.

The course began with the informative site visits, followed by engaging lectures from industry leaders, covering various wood science topics. Navigating the intricacies of softwood and hardwood sawmilling, we unravelled the complex processes involved in transforming raw timber into finished products ready for consumers. A deeper dive into the biological aspects of wood, and wood composites, fostered an appreciation for the material's versatility.

Resilient timber construction and durable timber emerged as pivotal themes during the course. We explored innovative techniques in creating structures capable of withstanding extreme weather events, highlighting the importance of timber species selection and effective preservation methods for product durability.

We learned about the potential of timber to contribute to a circular economy, where products are designed to be

reused, recycled, or repurposed, minimizing environmental impact.

The course extended its focus to global market dynamics, shedding light on the challenges and opportunities in timber trade. This comprehensive overview deepened our understanding of the intricate dynamics shaping the industry.

In addition to these core topics, the course delved into a critical aspect of the Australian construction industry – achieving net-zero carbon emissions. Industry leaders shared insights on sustainable construction practices, emphasizing the role of timber in reducing carbon emissions. Timber's unique ability to store carbon dioxide and act as a carbon sink will be a powerful tool in mitigating climate change.

Discussions focused on incorporating renewable and low-carbon materials, like timber, in building projects. The course highlighted the need for innovative design and construction techniques, prioritizing energy efficiency and waste reduction, aligning with the concept of "green buildings."

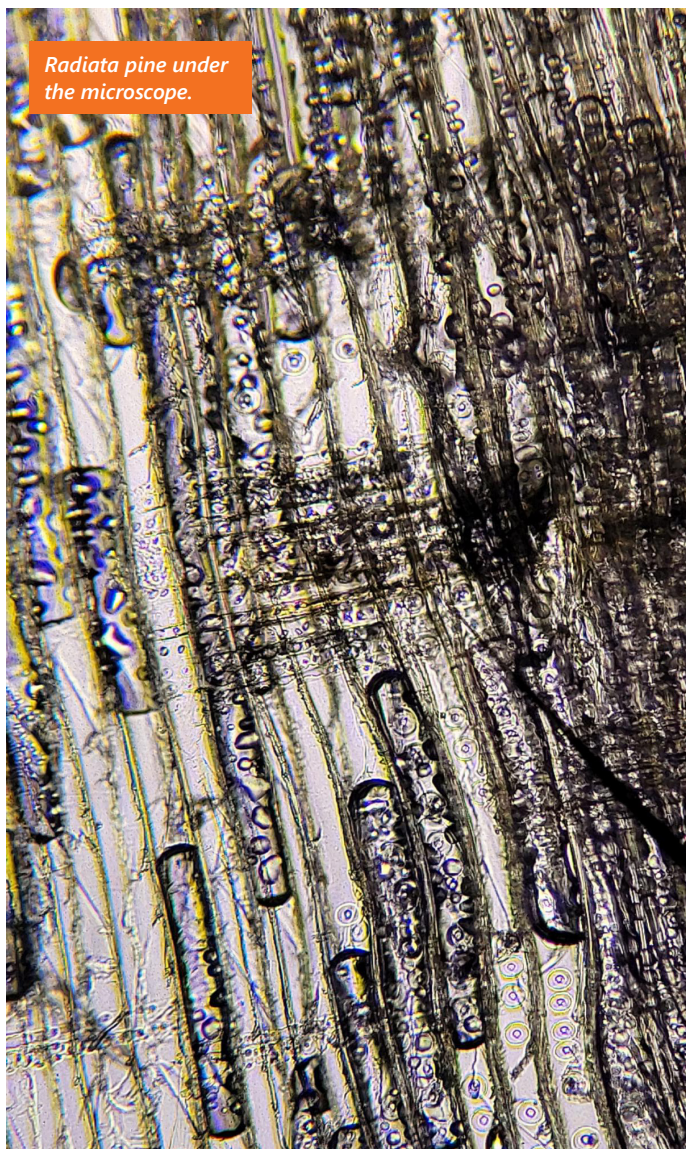
Collaboration among industry stakeholders, including architects, engineers, builders, and policymakers, was underscored as essential in driving the transition towards net-zero carbon construction. The course left us inspired and motivated to be part of the solution, recognizing that sustainable timber practices can significantly impact carbon reduction and contribute to a greener future.

The Gottstein Wood Science Course not only offered a comprehensive understanding of the timber industry but also emphasized the importance of sustainability and carbon reduction in the construction sector. Armed with this knowledge, we are poised to contribute to making the Australian construction industry a leader in achieving net-zero carbon emissions, building a greener and more sustainable future for all.



AKD representatives, from left, Anthony Elliot, Kenneth Tsang, Simeon Oborn, Mark Johns and Holly Wright.

Science Course



Radiata pine under the microscope.

Kim Harris

National Building Regulation Manager



For a couple of years now, I have been representing AKD and EWPA (Engineered Wood Products Association of Australasia) at the Gottstein Wood Science Course. This year it was held in Albury and Canberra where I presented about Engineered Wood Products and its Pathways to Market Compliance.

While it's not the most exciting topic to talk on, compared to some others, it is just as critical, if not more critical, in today's open markets that everyone understands the process.

Both importers and producers within Australia all have a set of standards and laws that everyone should, as a minimum, meet to ensure products under our National Construction Code and design codes are fit for purpose.

Respectable companies that do the right thing spend quite a lot of money, time and effort making sure that our products are in fact that. This is not an easy process given the amount of variability we have within our resource.

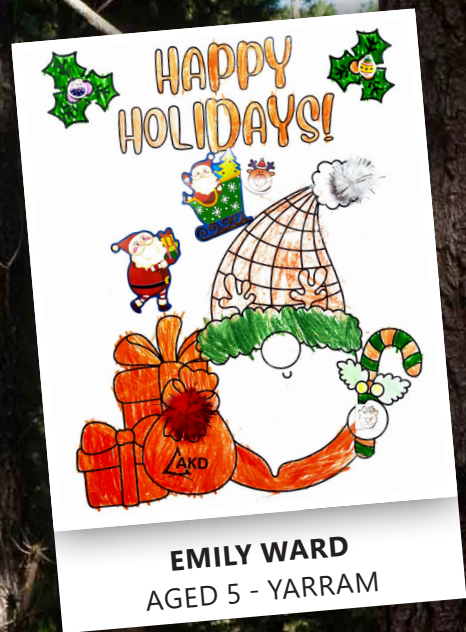
From a personnel perspective, it is great to be able to increase awareness, no matter what the topic, with the groups that come through the Gottstein process, and I have always found them respectful and wanting to learn.

I think Gottstein is a great way on increasing awareness to both newcomers and people that have come into new roles that require a broader level of knowledge on the timber Industry.

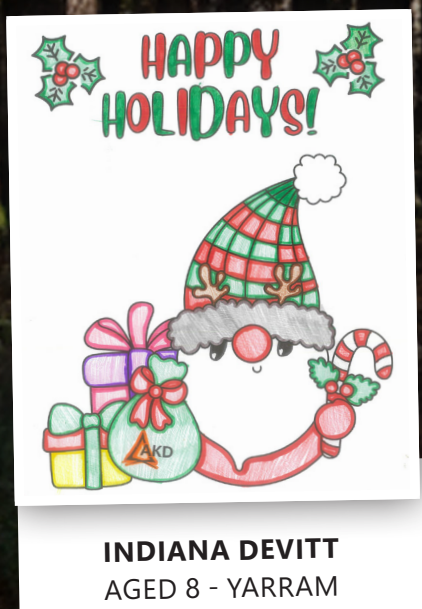
The industry is limited in what is available, and its important industry keeps supporting it.

National Wood Library at the Australian National University





Check out some
of the AKD
Christmas
Colour-in
Competition
Winners



WISHING YOU AND YOUR FAMILIES A

Merry Christmas

AND A SAFE AND

Happy New Year



40 Darren Dean YEARS AT TUMUT



Darren's journey with AKD began on November 24, 1983, evolving through numerous roles such as Timber Stacker, Grader, Planer Operator, B Grade Wood Machinist, Kiln Attendant, Boiler Operator, and Yard leading hand. Yet, his true calling emerged as a forklift operator when he got his licence at 18 showcasing how sensible and trustworthy he was as a young employee.

The experience that Darren has had on the forklift, has rubbed off on the younger employees coming through, and he has always given them a pat on the back when doing a good job. Darren enjoys training people to ensure they are taught properly and working safely as trained, so they don't have to learn the hard way.

When faced with obstacles and changes, his methodical and gradual approach ensures a safe and seamless transition, demonstrating adaptability in the constantly changing workplace environment.

Darren's long-term achievements are measured in the satisfaction of returning home safely to his family each day and the appreciative nods from truck drivers once loaded or unloaded. His positive attitude and commitment to teamwork have aided in the workplace culture, evident in the 'please', 'thank you', or 'have a good day' UHF exchanges that are now a regular occurrence. Fridays often witness a playful banter, with witty comments flying over the CB, creating an atmosphere where work feels less like a chore and more like a shared adventure.

When we asked Darren what his favourite part of the job was, he replied "Just some of the different people you meet. Lifelong mates sometimes, older, and younger people. There are good people out there from all walks of life."

As we raise a toast to Darren's four decades of service, it's a celebration not just of a skilled forklift operator but of an individual whose humility, adaptability, and positive influence have left a mark

"I have worked with Darren over the past 37yrs, Darren likes to have a yarn, likes his tennis, which he has played for many years, and enjoys hitting the mountains with his family prospecting for gold. He is always there to give you a hand or advise when needed. Congratulation Darren."

Mark Douglas
KILNS & BOILERS TEAM LEADER

"Congratulations 40 years' service to Darren or Deany, I've worked with Deany the past 30 years and have always found him to be a self-motivated individual who is always willing to lend a helping hand. He is a family-oriented person who is known to be focused on taking care of his loved ones. He never shy's aware from giving his opinion which I've always appreciated but, in saying that, he's always been there to help when needed. Once again well done Darren on your service."

Jim Presser
KILNS & BOILERS SUPERVISOR

"Congratulations Darren on reaching this significant milestone in your working life. You have been my "go-to-man" when ever I needed help and advice with earth works in the yard, identifying priority areas to be repaired, setting up safety zones and helping with the contractors needs. You are also provided a reliable and skill set when a forklift is needed to perform many varied tasks. Thank you for your help over many years."

Peter Annetts
ENGINEERING MANAGER



"I'd like to congratulate Darren on 40 years of service within the industry. This is a remarkable achievement to be proud of and to put the timeline into perspective, his starting year coincides with release of the Michael Jackson 'Thriller' video which I know Darren was very much into back in 1983. I have known Darren for most of his life, having grown up in the same small town of Adelong playing sports and socialising at the local establishments.

He has always shown the dedication and the ability to get things done on time and in the correct manner. His ongoing contributions do not go unnoticed by colleagues and, the regular transporting operators, all have appreciated his professionalism, expertise, quick wit, directness and, yes on occasion, his stubbornness, which Darren freely admits when it comes to some matters.

Darren's greatest achievement was marrying Alison and raising six children on their Wondalga Valley farmlet. Once again Dazza, congratulations on your achievement."

Raymond Lucas
DRY PROCESSING MANAGER



30 Matthew Laity YEARS AT IRREWARRA

Matthew 'Fur' Laity joined AKD in Nov 1993 at Irrewarra on the round table. After about three months he transferred into the old greenmill before joining the saw shop where the opportunity to be an apprentice Saw Doctor came up and has been a part of the team ever since.

Fur was there when the Vislander line was running in Colac and was a vital part in the 2017 replacement to the current USNR line. His role involved working through the challenges of the commissioning of the new line and improving the performance of the high speed, high tech quad and shape sawing line.

Fur's highlights include the opportunities over the years he has had working with fantastic people from here and around the world. In 2017 he travelled to Culp Lumber in North Carolina to learn the HSS, where he met some great people. Since then, he has travelled back with his wife and caught up with them again, and still has regular communications with them.

Fur met his wife, Vanessa, on the June long weekend in 2002 as blind date set up by some friends. They got married in 2006. His stepson Dylan lives and works in Ballarat as a welder and their other two kids are their dogs, Sasha and Dusty.

Outside of work Fur enjoys spending time with his family and the dogs, fishing, camping, bushwalking/hiking (Grampians), gold prospecting, brewing beer and travelling.



"When Fur is faced with a challenge, he is always eager to lead from the front. He is a very committed leader. He has been a key part of bringing the Colac Saw line back up to excellent sawing performance. With AKD, I see Fur carrying on the successful path for a further thirty years."

Neil Hunter
SAWSHOP MANAGER

"Matthew Laity (Fur), what can I say, anybody who has worked with Fur knows that he bleeds orange and will do anything to ensure that machines are presented 'ready to run'. I would hate to count the hours that Fur has put in over the years and I know the support I have received over 11 years has been invaluable. My only advice to anyone who works with Fur is do not touch his Pollywaffle or any other snack that is his lunch box!"

John Browne
COLAC SITE
MANAGER



Fur and Vanessa

30

Julian Hay

YEARS AT YARRAM

Timber has always been a part of Julian Hay's life. Starting with completing his apprenticeship and becoming a qualified Carpenter and Joiner working for himself and with other construction companies. Julian began his timber mill career with Sunwood Timber in Dandenong and relocated to Yarram when Sunwood Timber moved their operations to the current Yarram site.

During Julian's extensive 30 year career at Yarram, he began working on Baker Bandsaws before moving to operating various breakdown saws, including Stenner Head Rig, Chip Canter, Hewsaw and Salem. He has worked in the log yard on loaders, in dispatch on forklifts, treatment plant and kiln operations, where he progressed to Supervisor and is currently the Drymill/Kilns Manager.

"Over my time at the Yarram mill, one of the positive changes has been becoming part of a team responsible for implementing safety and achieving a greater understanding of risk awareness, having seen firsthand the results of serious injuries in the workplace. The drive towards Zero cannot be underestimated. It's also been great to see the changes in employment diversity across the site as for so many years, timber mills were a male dominated industry. Diversity creates a more positive working environment for everyone." - Julian

Q: Has there been a standout time, moment, memory or thing that has happened whilst you have been at the Yarram mill?

J: Difficult to pin this one down, but maybe the early years in building the mill from the ground up. The first time I saw the site there was just four pegs in the ground where the Debarker was going to be built. Working with John Marshall and his drive to make it happen and our ability to get the job done, the satisfaction of being able to look at what the site has achieved.

Q: Tell us about yourself:

J: I was born in the county of Devon, England, and left school in 1980 when I commenced my apprenticeship as a Carpenter and Joiner with a small family firm. The work was varied, and one of the properties I worked on was mentioned in the Domesday Book, a manuscript record of the "Great Survey" of much of England and parts of Wales completed in 1086 at the behest of King William I.

After six years and freezing winter building sites, in 1986 I decided to migrate to a warmer climate [not sure how I ended up in Victoria and not Queensland] and see what happens. I met my wife-to-be, Pat, in 1988 and two years later we were married, and just celebrated 33 happy years.

We have a daughter, Ayla and a son Daniel. Daniel lives at home and has our first and second grandchildren. Ayla lives in Darwin and has our third grandchild.



We live on three acres not far from the mill, have a couple of cows, two cats, loads of canaries/budgies and have an extensive garden. Pat likes to do craft, pottery and gardening while she runs her own business with Daniel.

My hobbies include working with timber, collecting old moulding planes and woodworking tools and have been a member of Devon North CFA for 18 years.

Pat and I love to travel Australia (just not flying for me) and recently drove to Darwin to visit family.

"With 30 years of service, Julian Hay has been at Yarram since the beginning. Quick with a witty comeback, Julian creates a fantastic atmosphere for the people he works with. A sensational colleague, mentor to his staff and with an unparalleled work ethic, we often say, "if only we could clone a few more like him". Congratulation Jules, awesome effort!"

Glen Davis
YARRAM SITE MANAGER



Julian, Pat and the with family in Darwin.



25

Troy Kidman YEARS AT IRREWARRA



Troy Kidman started working at AKD in 1998 at the old drymill grading chain after working for a short period in the family building business.

He was approached by Rick Goulter, and transferred to work in the new mill (the old vislander line) where he joined Andrew Page and Phil Wilson in the saw shop sharpening knives and dressing guides and general TA work.

Steve Baudinette and Greg Thomas came on board and started an apprenticeship as a saw doctor where he worked in Colac for a further five years before moving to Irrewarra, where he still works today.

Troy says his highlights include the Irrewarra saw shop renovations in 2014, where they were converted from swage saws to stellite tip, new equipment and the opportunities to travel he has been given including New Zealand trip and USA. His biggest challenges have been the commissioning of the new USNR High speed quad and shape sawing line.

"I have really enjoyed the challenges of working in the saw shop and have met so many wonderful people along the way."

Troy is married to Susie and have two children, Zarah 13 and Charlie 11. Along with two Labradors' Oli and Narla, rounds off his family. Hobbies include holidaying in Bali, camping, gardening, hunting, fishing and he is a keen car enthusiasts.



"Troy is a very dedicated leader with a keen eye for detail and process. He has contributed to elevating the Sawing Performance at Colac to a new level with his 25 years of experience. Well done on the journey; Troy, congratulations."
Neil Hunter
SAWSHOP MANAGER

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

'AKDSoftwoods'   



20

Ralph Hossack YEARS AT COLAC



Ralph commenced with AKD in December 2003 as part of the Forestry bush crew, completing many varied tasks including planting, spraying, pruning and general maintenance of the plantations. Prior to that, Ralph had worked at the Irrewarra mill back in the 1990's as a mill hand and bush crew member. So, his years in the industry is actually closer to 30 years.

Remaining in the bush crew for 18 years, Ralph seized an opportunity in 2021 to apply for the Harvesting Supervisor role, successfully securing the position. This role, which he still holds today, utilises Ralph's skills through vital communication with contractors, relationship building with neighbours and the ability to manage the varied day to day tasks and many hours of driving.

Ralph's expertise extends to log quality assessments in the log yards and he serves as the first lieutenant in the AKD Industry Brigade Firefighting team, assuming training responsibilities as a crew leader. Whenever there's a fire or operational issue requiring on-the-ground knowledge, Ralph is the first person we call for assistance.

Out of work, Ralph enjoys camping and fishing with his partner, Pauline, and his two dogs Gus and Bruiser. They enjoy their time travelling with their camper trailer, especially along the Murray River.

Well done on achieving your 20 years with AKD, you are an integral part of the team and I look forward to continuing to work with you for many years to come.

"Having known Ralph for over 30 years I continue to be impressed with his resilience and adaptability to change. Ralph's knowledge of the plantation estate, its' history, its' neighbours and its' health is an important source of information for Managers. Ralph will always have an opinion on what is going well and what is not and that is invaluable feedback. Ralph is to be congratulated for stepping out of the comfort zone and taking on the role of Harvesting Supervisor, a major step in personal development and responsibility. Congratulations Ralph!!"

Neil Harris
FORESTRY PROJECTS

"Ralph epitomises the type of people that work in our industry. I would describe Ralph as defining the true meaning of 'Salt of the Earth' - honest, truthful, practical, and hard working. A pleasure to work with."

Simon Gatt
RESOURCE MANAGER





20

Jade Egan

YEARS AT COLAC

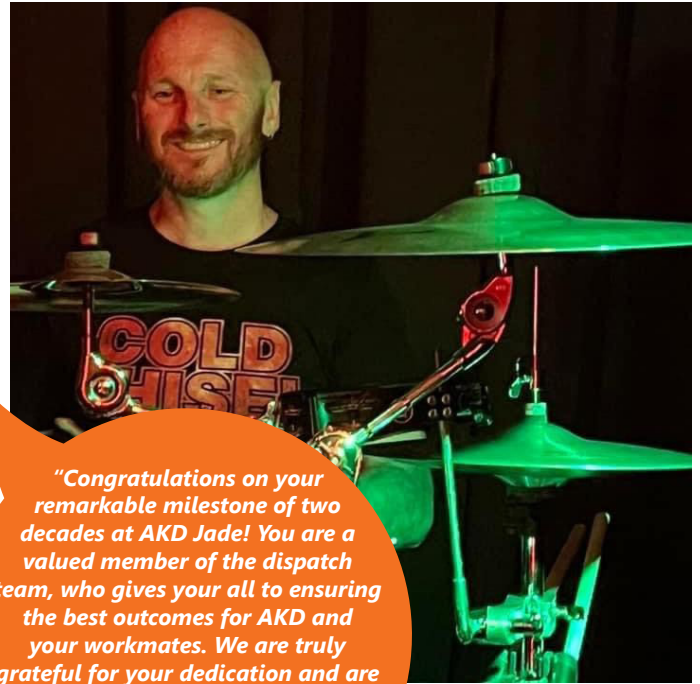


Jade embarked on his journey with AKD in 2003 as a member of the Colac drymill team. He then transitioned across the road to operate the outfeed of the moulders that would later become AKDs Engineered Wood Products. After five years there, Jade returned to the dry mill on the outfeed forklift, marking the initiation of his driving career.

Recognising his potential, Jade soon found himself in the dispatch team and he has emerged as an integral member of this tight knit team. He is known for his friendly and approachable attitude, and willingness to share knowledge and guidance with new forklift drivers. Jade's dedication and diligent work ethic have positioned him as a valuable asset to AKD and is something Jade should be proud of.

Off site, Jade has a passion for music. Since the age of 12 Jade has been honing his drumming skills, which has led to him joining multiple cover bands. He now spends his weekends travelling to gigs around the state with other like minded mates who share his love for music.

Amidst his professional and musical pursuits, Jade finds fulfillment in family life. As a devoted husband and father of three, he enjoys time spent with his wife and kids.



"Congratulations on your remarkable milestone of two decades at AKD Jade! You are a valued member of the dispatch team, who gives your all to ensuring the best outcomes for AKD and your workmates. We are truly grateful for your dedication and are fortunate to have you as part of the team. Thank you!"

Simeon Oborn
SUPPLY CHAIN MANAGER





15

Tristan Akehurst

YEARS AT COLAC



Tristan Akehurst started in the Colac greenmill in 2007 as a main line operator on the afternoon shift. From there he transferred to into the maintenance team to start his Fitter apprenticeship in 2011, became shift supervisor in 2016 and in April this year, became the Preventive Maintenance Specialist.

What is your favourite part of your job?

Being able to influence change and improvement (at least I hope I am). Seeing my work help others do their work more effectively.

What has been the highlight of your time at AKD?

Getting to work with some genuinely great people. I had to pleasure of being trained by a Fitter of unparalleled knowledge, the great Daniel Delahunty. But it is hard to top knocking out a crossword with Terrance "Bruce" Hall.

What's your least favourite food?

Hard to pick a least favourite, but I can tell you that I love a good Dill Pickle.

Describe your perfect day?

Nice early start, walk the 'Doug', a few coffees and a little bit of fishing.

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

Usually hanging out with my better half Kira and our three sons Tully, Sid, and Reid, they generally keep us fairly busy. Between basketball, footy, and cricket, there isn't usually a whole lot of time for much else.

Our golden retriever Douglas, usually finds a way to use a bit of my time.

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

A Professional Footballer. The REAL football (round ball).



"Through the past 15 years, your dedicated hours of labour and talent have been invaluable to Colac Engineering effort and the Site's success. We appreciate your attention to detail, ability to manage professionally and calmly, especially during unplanned interruptions. Congratulations on your 15th year anniversary!"

Allan Davey
COLAC ENGINEERING MANAGER



10 Ben Grinter YEARS AT IRREWARRA



Ben Grinter, Maintenance Fitter, started in the Colac mill in 2013 before joining the Irrewarra team and working closely with the EWD on their visits. *"I have seen many changes and faces, and have made a few good friends."*

What is your favourite part of your job?

I've always enjoyed working with my hands and enjoy the modification, manufacturing, and improvement side of things.

What has been the highlight of your time at AKD?

Most recently working with Hans and Alex from EWD when we installed two new Saw Boxes on the Gangsaw. Even though there was a language barrier, we got on well which made the task enjoyable.

What's your least favourite food?

Anything with Gluten, I was diagnosed with Celiacs almost 20 years ago.

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

Relaxing, camping, fishing and trail bike riding.

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

An adult - if I only knew.

What's something that recently made you smile?

Buying my first house.

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

Ryan Reynolds, smart, good looking, talented and has hot wife.

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

Had a motorcycle accident five years ago where I broke my tailbone, had four months off work. I still struggle with this slightly to this day.

"Ben is a very reliable and talented fitter, a real asset to the team. He's knowledge and ability to run the line shows great flexibility."

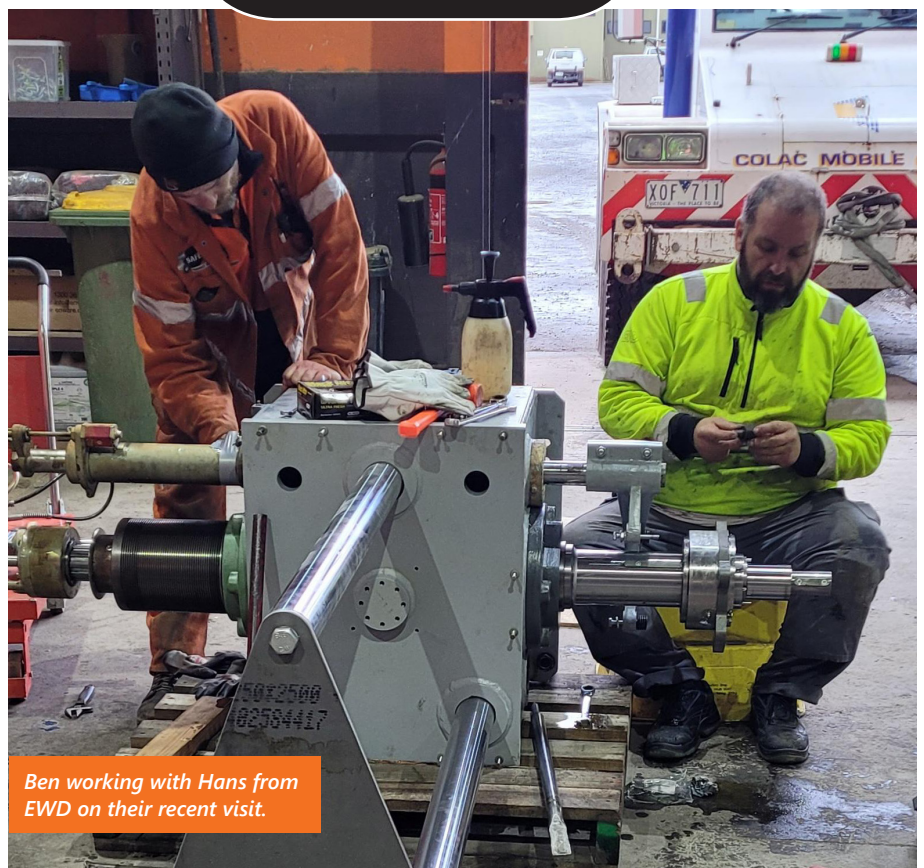
Justin Hickey
GREENMILL PRODUCTION
MANAGER

"Benny is a great bloke and is an integral part of the Irrewarra team."

Troy Kidman
SAW DOCTOR 2IC

"Benny is one of the smartest blokes I know, always brightens up the room with his infectious smile. Happy 10 years mate, here's to another 10."

Sam Britton
PRODUCTION SUPERVISOR
IRREWARRA



Ben working with Hans from EWD on their recent visit.



10 Jared Pietsch YEARS AT COLAC



Jared joined the AKD family a decade ago, coming from a background of retail he brought with him not just his skills and expertise but also a love of detail that would go on to define his career. Jared has been in various roles throughout his AKD journey, showcasing versatility and adaptability.

Jared started in the Drymill where he worked for three years, starting in a Wrap and Strap role. He quickly moved through to the Grading line and from there, into a 2IC and Quality Control role.

Jared was appointed Colac Site Planner which he did for six year. These were not six ordinary years though, this was a period in which many new technologies and systems were developed which played a massive part in making Colac/Irrewarra what it is today.

With an extensive knowledge of the site and the production planning and scheduling processes Jared became the Colac Production Manager. He is now responsible for the overall production and safety activities across the site and 300+ employees which is a long way from where he started at Pet Stock selling bird seed and dog toys!

It needs to be noted that there is more to Jared outside of AKD, he's husband to Kristen and father to Isaac, Spencer and Penny. He loves the outdoors and, whenever he gets a chance, will be gardening, fishing, diving and camping.

Here's to Jared Pietsch and the next chapter of success at AKD Colac!



"I've really appreciated the support from Jared, not only since coming back to Colac late last year but also previously with his work around implementing the Halco and TS2 systems as well as all his wise counsel around all things planning, Jared's a pleasure to work with and has a great mix of humour and seriousness when required"

John Browne
COLAC SITE MANAGER



Jared and his family



10 Luke Hall YEARS AT YARRAM



Luke "Sauce" Hall initially began his career at Yarram in 2000. In between his time with the mill, Luke was driving log and rock trucks, so never too far from away from timber.

Luke is currently our Team Leader in the Logyard running the Debarker but over the many years he has worked throughout the Greenmill and Logyard on numerous machine centres.

One of many positive improvements to the site Luke has seen, is the introduction of the bark bins, which they we used to have to pay for it to be picked up, whereas now we sell it on.

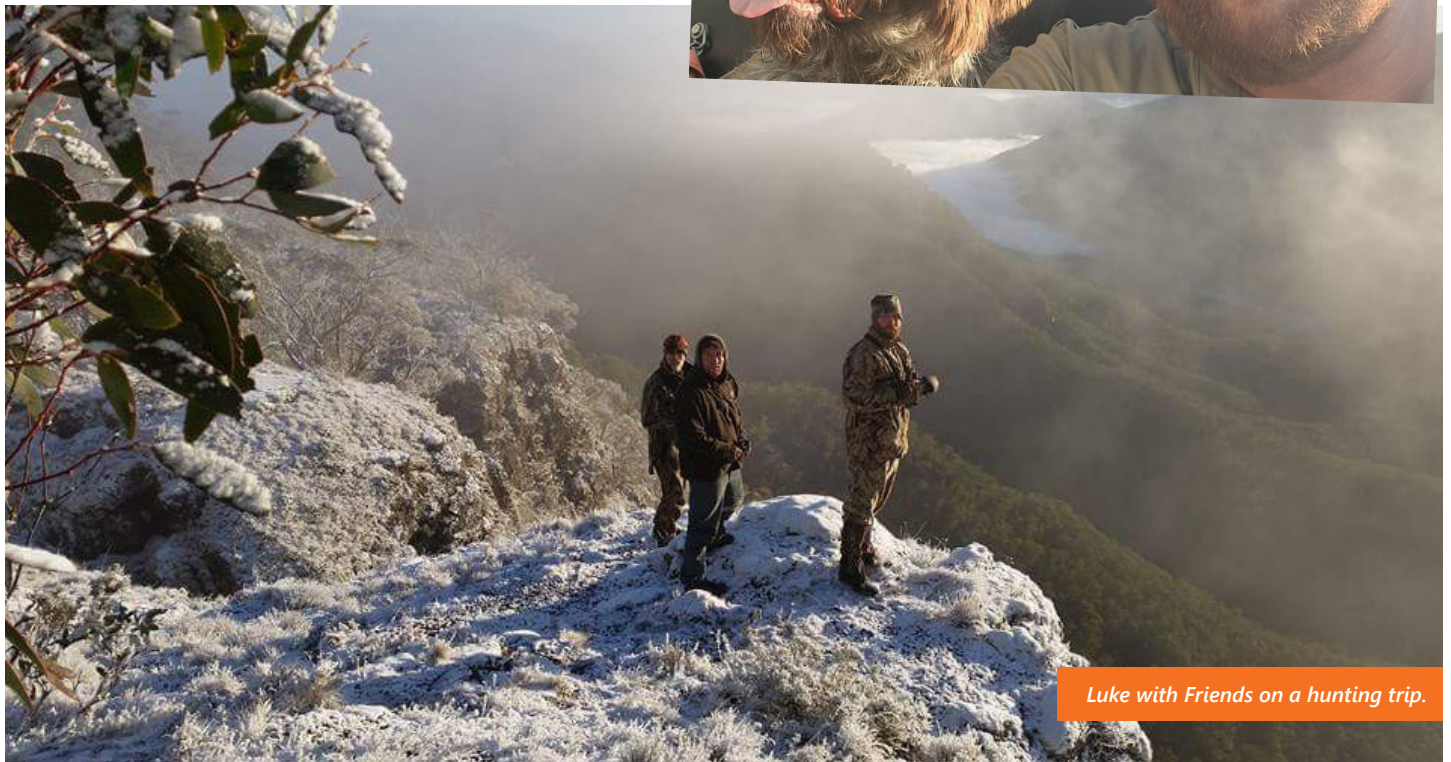
A major standout moment for Luke onsite was the 2009 Bushfires when he was assisting with protecting the mill and saw the fires get extremely close to the mill. That would have been disastrous if it had not been for a last minute wind change that saw the fire change direction away from the mill.

Luke moved to Yarram 23 years ago and now lives in Alberton West with his wife Christine, whom he married in December last year. He has three children Lachlan 24, Bailey 20 and Erin 17.

When he is not hard at work he enjoys spending time in the bush, camping, fishing, hunting and shooting.

"In Luke's 10 years of service at AKD he has worked in many areas of the Sawmill but has settled in the Logyard. This is where he has established a reputation of his hard work and dedication for setting high standards for himself and his team. When walking around the Log-yard you quickly see one of the best kept yards around. Congratulations Luke on your service, hard work, and dedication."

Richard Wagner
GREENMILL MANAGER



Luke with Friends on a hunting trip.

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

Welcome to
the **TEAM**



AARON THOMAS
DRYMILL
CABOOLTURE



ALEX LOVE
DRYMILL
COLAC



ALYAS ALIZADA
DRYMILL
COLAC



ERIN WILLIAMS
DRYMILL
CABOOLTURE



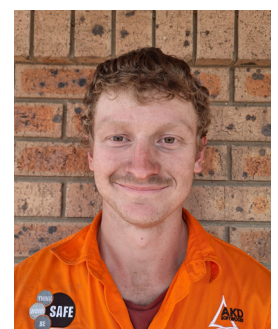
GLENN COTTON
GREENMILL
CABOOLTURE



GREGORY HAGGETT
PRODUCTION MANAGER
PORTLAND PINE



JAMES FOSTER
TREATMENT
GILMORE



JAMES SANBROOK
MAINTENANCE
TUMUT



MATTHEW BACK
DISPATCH
TUMUT



MATTHEW KING
DISPATCH
TUMUT



NAISH DUNSTAN
DRYMILL
COLAC



NATHANIEL CHAPMAN
DRYMILL
PORTLAND PINE



ROBIN ALFORD
DRYMILL
COLAC

RESPECT@WORK

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



Welcome to
the **TEAM**



JESS ARNEY FURTHER PROCESSING MANAGER

I have recently relocated back to the mainland after nearly two years in Launceston, Tasmania, where I first dipped my toes into the timber industry. Although utterly stunning, I did struggle to acclimatise to the winters, and I certainly will not miss the -6 degree mornings.

I grew up in regional South Australia in a town called Millicent and started my career in the pulp and paper industry where I spent 10 years mainly in a production analyst capacity.

After 10 years of "adulthood" I embarked on an 18-month backpacking holiday where I spent time travelling through New Zealand, South America, USA and Eastern Europe. I met some wonderful people who have become lifelong friends and gained ten kilos sampling too much local cuisine.

Back to reality, I relocated to the Mid-North Coast, NSW, where I spent eight years with a dairy beverage company as a Material/Production Planner until COVID struck.

Having no family in NSW, it was obviously quite isolating during the border closures so as soon as QLD was nice enough to let us NSW folks visit once again, I resigned and came up to Woodford where my parents had recently relocated to.

I then spent a year in the Northern Territory and Western Queensland helping with my parent's small business, before I ventured down to Tasmania to commence my timber career, working as the Process Improvement Manager and Acting Dry Mill Manager.

Safe to say, I'm enjoying being back in the sunshine!

I have a little 10-year-old Cavoodle called Ruby, who travels pretty much everywhere with me. She has a bad case of little dog syndrome but is very sweet.



In my spare time I enjoy camping, hiking, reading, gardening and the rest of the usual things. Now back in the nice weather, I'm keen to get back into water sports (best place to be located for that).

BRENT GUILD GENERAL MANAGER - FORESTRY

Tēnā koutou (Greetings to you all).

I am the latest kiwi to join the AKD family. As a second-generation Forester, I spent my childhood moving from location to location, as my father's career progressed in the New Zealand Forest Service, through the 1970's and 1980's. That upbringing ignited several passions which are still hard wired into me today: leaving my comfort zone to chase new experiences, facing changes head-on, and a deep admiration for the forest and wood products industry and the people who work in it.

While I was in university I would split firewood each semester as supplementary income. After graduating, I worked as a bushman for a year in two of NZ's iconic plantations - Kaingaroa and Kinleith Forests - before transitioning in a range of sector roles across regional NZ and Australia.

Along the way I married my wonderful wife Louise, and we have two fantastic kids - Lucy and Max. Our third child, a Cocker Spaniel 'Archie' completes the tribe. It's fascinating to see the kids now eyeing up their own futures, with my daughter looking towards Europe, and my son already spreading his wings and moving to Sydney.

While my life has been trees and wood for as long as I can remember, one thing that I have really embraced is a deeper appreciation for the importance of people and culture at all levels of an organisation. The two go hand in glove, and both are needed to make a workplace great. These are absolutely the two attributes which first attracted me to AKD earlier this year. Thank you to everyone who has made me feel welcome in my first month and I look forward to meeting many more of you in the New Year.

Noho ora mai (Keep well).



Welcome to
the **TEAM**

BABIES



Elka Yvonne Biddle

Born: 27th Nov 2023 Parents:
Time: 3.43pm **Jason** and Rebecca
Weight: 2.47kg Site: Colac
Length: 45cm Dept: Forestry
A sister to fur-baby Alfie



HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Darren Dean	40	SAW SHOP	TUM
James Presser	30	KILN	TUM
Julian Hay	30	DRY/KILN	YAR
Matthew Laity	30	SAW SHOP	IRRE
Troy Kidman	25	SAW SHOP	IRRE
Anthony Ivankovic	20	TREATMENT	CAB
Brett Lawson	20	QUALITY	CAB
Jade Egan	20	DISPATCH	COL
Kenneth Gresham	20	MAINTENANCE	CAB
Ralph Hossack	20	FORESTRY	COL
Alyson Forsyth	15	FINANCE	TUM
Benjamin Grinter	10	MAINTENANCE	IRRE
Jared Pietsch	10	OPERATIONS	COL
Luke Hall	10	LOG YAR	YAR
Raymond Dent	10	RESIDUES	COL
Brodie Binder	5	GREENMILL	COL
Casey Dowell	5	PALING	YAR
Christ Rosanes	5	MAINTENANCE	CAB
James O'Dwyer	5	GREENMILL	COL
Janelle Monaghan	5	SALES	COL
Raymond McDonald	5	MAINTENANCE	TUM
Riley Poulton	5	GREENMILL	CAB
Will Booby	5	MAINTENANCE	TUM



Nina Nigam Rodger

Born: 13th Oct 2023 Parents:
Time: 10.21am **Clark** and Aastha
Weight: 3.37kg Site: National
Length: 51cm Dept: HR
A sister for Tage



Genevieve Fay Rosanes

Born: 17th Oct 2023 Parents:
Time: 6.03pm **Chris** and Natalie
Weight: 4.892kg Site: Caboolture
Length: 48cm Dept: Maintenance
A sister for Eliza.



**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.

The Wrap-up



As I write this we are in the final week of production, and it brings another really busy year to a close and I just want to say thank you to you all, and I mean everyone. We employ individuals but we also know that behind most individuals are partners and families, and we want to thank you too. We send the Splinter to everyone's home as we know the Splinter is often read by partners or other family members. The support we all get from families is invaluable, especially during the busy and difficult times, so on the behalf of AKD thank you.

This edition is number 54 and the Splinter was started over 10 years ago, making this the 54th "Wrap Up" I have had to write. I was asked recently who writes my back page for me? It's me, every time, I have never had anyone write it for me. Generally, the only reason the Splinter is ever late is because the team are waiting on me to finish my page. I have never had anyone else write my page as it is my responsibility. I take the responsibility seriously as effective communication is critical for a team orientated organisation to be successful, and to have the type of culture we are looking for.

That's the point of this magazine - it's all about communicating. It is supposed to compliment the other communication methods we have such as, CEO videos, memos on noticeboards, our social media platforms, ECCs, daily toolboxes, meetings etc etc. These are all methods of communication but unfortunately it's not always two way, as they say you "cannot listen with your mouth". So to help improve communication for 2024, we want to suggest two things to you, using the contact details below:

1. Send questions that you would like to ask, that we can print and answer in our Splinter. Your question might be the same as others, remember the only silly question is the one you don't ask, so ask it!!
2. Send suggestions of communication improvements that we could make at AKD, help us improve.

We started the Splinter over 10 years ago as we wanted to have a company newsletter that we could share what's happening across the company. We have always wanted it to be a mix of stories about the company's progress, but most importantly about the people of AKD. We have a wide range of fantastic people who work at AKD, so the intent of the Splinter is to constantly celebrate our team and our people. We want the Splinter to be about the people, our communities and connected to the families.

I am extremely proud of the Splinter, it's history and how it has evolved. We know it is read by not only employees and their families, but also customers, suppliers, competitors and industry alike. But it is also read by potential employees and people wanting to learn about our business. We have people who want to join AKD because of what they read about. This is powerful, as we are always looking for good people to join our company.

So it's a shared responsibility to make the Splinter better, what can you do or suggest to improve it? We are always looking for more articles, stories about our team, our people. Making the Splinter better and improving communication is a shared responsibility, how can you help.

I want to acknowledge the Splinter team, who pull this together, who write the articles, the team who harass the article writers, and the editors who help article writers. Thank you, you do a great job.

In this edition we recognise some great Lumber Legends, new Lumber Legends and AKD people who have completed 10 years' plus of service. Thank you and congratulations to Darren Dean who has just completed 40 years at Tumut! A great article about a well-liked, dedicated, positive professional operator.

Thank you to Fur (Matthew), Julian and Troy, Legends all celebrating milestones and to two new Legends, Ralph Hossack (Forestry) and Jade Egan (Colac Drymill), congratulations and thank you for your dedication, effort and service. AKD is the company it is because of Legends like you!

It's that time of year where I would like to thank everyone who is working through the summer break, Maintenance and Projects, to either complete projects or get the mills ready for 2024. Thank you, we acknowledge and appreciate your energy and efforts on these hot summer days and look forward to the outcomes of the important work you do and sacrifices you make.

So, to you and all the families that read this, have a fantastic holiday with friends and family. Have fun, relax and enjoy yourself. But also remember, safety does not stop at the gate! Be careful on the roads, be sunsmart, take care and have a great break.

I look forward to seeing you in 2024.

Shane Vicary
CEO



Send us your **Splinter** ideas, questions, and feedback by email to splinter@akd.com.com or scan the QR code to complete a quick form >>

