

THE SPLINTER



Colac employees with their medals from completing the AKD Otway Trail Run.

PAGE 15



AKD EMPLOYEE NEWSLETTER

EDITION 56

MARCH-APRIL 2024



15

AKD Otway Trail Run

16-17

Meet the Kokoda team

20-21

2024 Apprentice Intake

25-29

Employee Service Recognitions

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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HEALTHY

mind • body • ME

Well, you can definitely tell that we are heading into winter, brrrr – not sure we saw a lot of Autumn this year! As we start to move into the cooler months, it is important that we focus on our health and give our bodies every chance to avoid the dreaded flu.

Fill your plate - with plenty of fruit and vegies so your body has adequate amounts of nutrition, keeping your immune system strong. Soups and stews are an easy way to get a large quantity of vitamins, minerals and fibre to keep you strong and healthy.

Stay hydrated - Unlike summer, dehydration is less noticeable during the colder months. While it's more tempting to have a warm coffee or tea, it's important to ensure you are still drinking plenty of water each day.

Keep active - The chilly mornings and evenings can make it easier to rug up and stay indoors, but it's important to keep active. Keeping active naturally improves your health and fitness, putting your body in a better position to fight off any potential colds or flu's.

Sleep well - Studies show that people who don't get enough sleep are more likely to get sick after being exposed to bacteria or viruses, such as the common cold. How much sleep you get also affects how quickly you recover from your sickness. Set a regular sleep schedule, avoid caffeinated drinks in the evening and limit screen-use before bed.

Consider your hygiene - Wash your hands often, especially before you eat and before you touch your eyes, nose or mouth. Carrying hand sanitiser in your bag can assist, cover your mouth if you sneeze or cough and be considerate of those around you.

Prepare your body – get that blood pumping before you start your shift and stretch those muscles. This is a good way to get yourself physically and mentally prepared before you start your shift. If your role involves a lot of sitting – take some time get up and move more! If your role involves standing for long periods, take some time out to stretch. Stretching throughout the day will increase blood flow and enables your muscles to work more effectively.

make your move keep active!

We can all benefit from moving our bodies more!

Regardless of your age, weight, health, or abilities, doing some form of physical activity every day will help you stay well in body and mind. Here are a few of the benefits you'll enjoy:

- ▲ Better sleep, mood and energy levels.
- ▲ Better muscle and bone strength.
- ▲ Improved coordination and balance.
- ▲ Helps manage weight.
- ▲ Reduced risk of high blood pressure and unhealthy cholesterol levels.
- ▲ Reduced risk of heart disease, type 2 diabetes and some cancers.



Find your 30

Adults should aim for 150 minutes of moderate physical activity each week. That's only 30 minutes five days of the week.

If you can't find time for 30-minute, try breaking it into three short 10-minute sessions.

Tips to be more active

- ▲ Break up long periods of sitting as often as possible.
- ▲ Have a walking meeting.
- ▲ Try a new activity with a friend.
- ▲ Build physical activity into your daily routine.
- ▲ Park your car an extra 5-10 minute walk away.
- ▲ Catch up with friends for a walk.
- ▲ Join the kids on the playground while spectating.
- ▲ Take the stairs instead of the lift or escalator.
- ▲ Use apps to track your activity and keep you motivated.
- ▲ Try exercising in the morning before you get busy.
- ▲ Set yourself activity goals and rewards.



Did you know you can be treated by your sites physiotherapist for a non-work related injury? Might be from sports, house renovations or even slept wrong, you can make an appointment through your supervisor.

Health & Safety

First off, I really want to acknowledge the Tumut team and everyone involved in the HSS project. To have a project of that scale and complexity completed with no serious injuries, damage or significant events demonstrates how well that project was managed, planned and executed. Another major project completed within the business safely – well done team!

I came across two quotes recently that really stuck with me:

"Great leaders are not the best at everything. They find people who are the best at different things and get them all on the same team."

"Strength lies in Differences, not in Similarities."

I am so fortunate to have a national role where I can visit all of our sites and interact with loads of really interesting people – even when not talking about work, it is fascinating to hear about our people outside of work (who they are, what their interests are etc). Everyone has something to offer, and we should be constantly engaging with our teams, getting different views and ideas, asking more and more questions.

For the leaders out there – do you think you need to have all of the answers / all of the time? You don't.....a good leader gets their teams involved and seeks to understand.

For the workforce – do you think the leaders should have all the answers / all of the time? They don't....the business encourages you to challenge, provide solutions and get involved.

The last few months has been devastating for different families around the country – from memory 2 (if not 3) murders in the Ballarat area (which is near Colac), the Bondi Junction murders which is believed to have been targeting women, stabbings at a church in Sydney's west. This is not only sad, but completely unacceptable!

When I look across the business and see such a diverse workforce – it makes me proud of who we are and what we believe in. Everyone should feel safe when they are at work – and in this context, I don't mean safe as in machine safety,

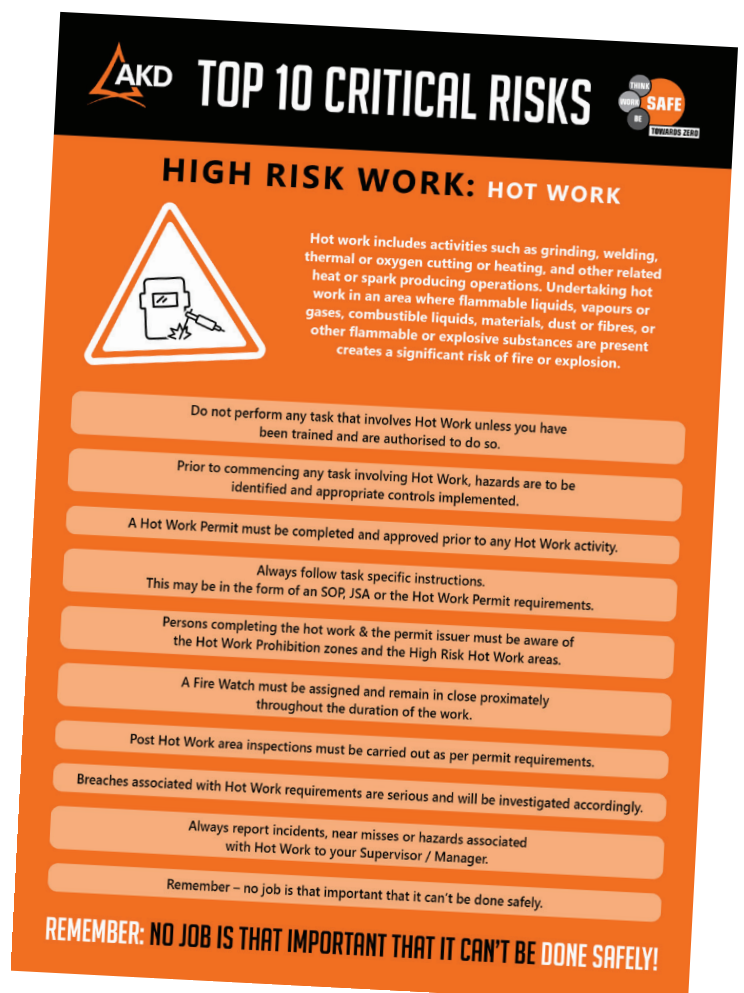
traffic management etc, I mean safe from discrimination, harassment, bullying or violence.

I want to take a moment to strongly reiterate – bullying or violence in any form will not be tolerated in the AKD business.

CRITICAL RISK - HOT WORK

Throughout March, our Critical Risk focus was Hot Work. Given our working environment, it is critical our Hot Work control measures are in place and effective to prevent fire or explosion.

Remember – the Critical Risk Program includes elements of our operations that have the potential to cause serious harm, fatality or significant asset damage should an event occur. While we focus on each element on a monthly or bi-monthly cycle (depending on the topic), the way we manage these risks is to be considered, implemented and continuously improved daily – not just for the month of the focus.



AKD TOP 10 CRITICAL RISKS RENEWED 2019

HIGH RISK WORK: HOT WORK

Hot work includes activities such as grinding, welding, thermal or oxygen cutting or heating, and other related heat or spark producing operations. Undertaking hot work in an area where flammable liquids, vapours or gases, combustible liquids, materials, dust or fibres, or other flammable or explosive substances are present creates a significant risk of fire or explosion.

Do not perform any task that involves Hot Work unless you have been trained and are authorised to do so.

Prior to commencing any task involving Hot Work, hazards are to be identified and appropriate controls implemented.

A Hot Work Permit must be completed and approved prior to any Hot Work activity.

Always follow task specific instructions. This may be in the form of an SOP, JSA or the Hot Work Permit requirements.

Persons completing the hot work & the permit issuer must be aware of the Hot Work Prohibition zones and the High Risk Hot Work areas.

A Fire Watch must be assigned and remain in close proximity throughout the duration of the work.

Post Hot Work area inspections must be carried out as per permit requirements.

Breaches associated with Hot Work requirements are serious and will be investigated accordingly.

Always report incidents, near misses or hazards associated with Hot Work to your Supervisor / Manager.

Remember – no job is that important that it can't be done safely.

REMEMBER: NO JOB IS THAT IMPORTANT THAT IT CAN'T BE DONE SAFELY!

RESPECT@WORK
DIFFERENCES MAKE US HUMAN,
RESPECT MAKES US A TEAM!



AIR MANAGEMENT STANDARD

In April, we released the AKD Air Management Standard. As the name suggests, this document is intended to support our operations by outlining the minimum standards required to manage air quality at all sawmill sites.

Our sawmills generate airborne sawdust or road dust. Many AKD sites also operate biomass heat plants, which discharge smoke, greenhouse gases and other particulars into the air.

At high concentrations, airborne sawdust, road dust or stack emissions can become a health hazard for employees (e.g. road dust causing irritation to respiratory systems) or impact on the receiving environment (e.g. sawdust blocking up external drains and waterways).

Air quality can also be impacted by nuisance odours. Thankfully, sawmilling is a relatively pleasant-smelling process. But we do need to be careful around wastewater and chemical treatment areas, which can impact the health and wellbeing of our employees and neighbours.

In many cases, our sawmill sites already meet the requirements laid out in the Air Management Standard. Having a company-wide Standard, and evidence of compliance with this Standard, improves our ability to demonstrate effective air management to regulators or the communities we work and live in.

However, there will be 'gaps' in some areas. In such cases, the Standard is an opportunity to identify these gaps systematically and see where improvements can be made.

Over the coming months, the HSE Team will be investing time and resources in supporting our sawmill sites to close these gaps. Particular focus will be placed on finding practical ways to reduce dust loads for our forklift operators and neighbours.

The HSE Team would like to thank the AKD workforce for their ongoing engagement with the Air Management Standard. We feel the best parts of the Standard came from ideas or questions raised during on-site conversations with you.

We look forward to continuing to work with you to ensure all can be more confident about how we are managing air quality.

The Air Management Standard is the first of four Environmental Standards with 'noise' next to be released.



I want to finish off by summarising the key take-aways:

- **The importance of looking after your mind and body (we only get this life once).**
- **Appreciate that if processes & procedures are not followed, activities can result in serious harm or even fatality. Our critical risk controls are important every day!**
- **We have a moral obligation to look after our environment – we have a legacy we want to leave behind for our kids, our grandkids & future generations.**
- **Leaders should be encouraging our workforce to get involved, challenge ideas, provide solutions – engagement is critical to success.**
- **Everyone is different – and while we may not be 'friends' with everyone we work with (and that's ok), we must treat everyone with respect.**

Take care, stay safe and please, be kind!

Caboolture

Around the Grounds

SAFETY

The hum of machinery is the soundtrack of our productivity, and with that always comes the safety and wellbeing of our team and workers on site.

Since the last Splinter, a lot of support and information (to provide the context of the 'what we do and the why' for our teams) has allowed us to see a reduction in incidents and a consistent improvement in injury and severity rates.

Whilst guarding installations, e-stops, procedures, line marking etc are items that support our actions, our behaviours are the key!

The development of the document SharePoint for Caboolture is being worked on by the team, making information more readily available and clearer for the team – it's exciting to move into this space as this is often fed back to us as an area, we need to do better in.

Making better decisions and the way we approach our work can be the difference between a regular day at work and a life-altering event.

With our wet weather starting to clear as we move into Autumn and Winter, we have developed plans for air and noise to make improvements for the site and our neighbours/community. This will see dust trials on roads as well as localised noise reduction projects at the noise sources, taking place in coming weeks/months.



Drymill Linemarking



Brown Snake Kilns and Boilers

The team have gone through another stage of moulded ear plug fit outs to improve their personal level of protection but also for us to remove disposable earplugs from site to reduce housekeeping issues and the risk of contamination of our residues – these also have the capability for our teams to have their UHF communication handsets plugged into, to provide a better working environment.

We love our wildlife around here and want to shout out to Noel Moke who managed to safely and successfully monitor an eastern brown snake at the kilns whilst we arranged its removal from site. It's this culture where every worker feels responsible for not only their safety but also that of their colleagues.

Regular training, open communication, and an active incident/hazard reporting process where we understand that our wellbeing is a priority and that you are empowered to speak up is providing a great platform for our culture to shine. This is how HSE becomes a shared value, not just a rule to follow.

It is the collective effort of all workers that turns the gears, ensuring that everyone returns home unharmed at the end of the day. It's never one person or a piece of gear we buy.

PRODUCTION

Our Log Yard and Greenmill have continued to provide consistent results over the last three months and are working shorter weeks due to the depressed market with the Kilns now drying out on weekends.

For the Drymill, March and April this year have definitely been challenging for our teams as we support members working hard with the new installation of a Lucidyne gradescan and associated equipment.

This equipment is the first optimisation this area has had installed in the history of the site. The team have had to both operate and support on a daily basis moving from the old manual grading system to computerised scanning for both dimensional and visual grading of the boards which provides a more consistent product for our customers.

The operational teams have been working together with our support teams to eliminate the commissioning issues normally associated with these large projects, and I would like to say thank you to the various employees who have



Paul Ryan
Caboolture
Site Manager



Greg Levinge
Caboolture
EHS Manager

been working hard to the common goal of making our Drymill a better place to work.

A large change has been made to the site customer requirements in terms of products with a larger demand on both blue-treated products and additional product lines.

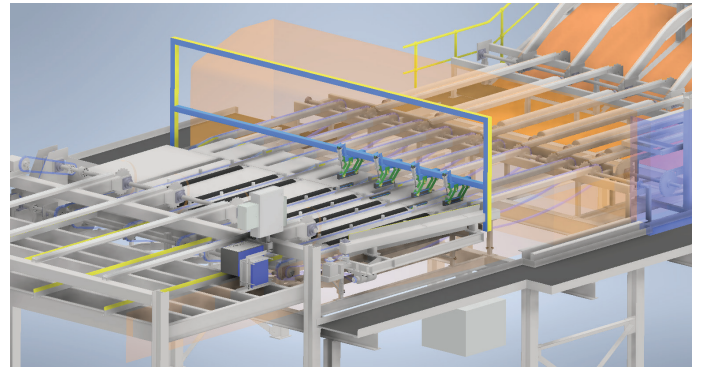
The blueline historically has been unable to process shorts without having major tangles, but with the assistance of our Maintenance team, Continuous Improvement Team, and Project Team they have just about nailed it, processing more lengths.

Led by Richard Bambling, who put the gloves back on and was given the title of the apprentice blueline operator persevered for three consecutive Fridays until a consistent flow was obtained. The team as pictured below provided some valued support in fine-tuning the speeds for the different products.

Another first for Caboolture, this will reduce our treatment costs for this product and the ability to service additional customers as the site continues to grow in volume.

FORWARD LOOK

Increased product options is high on the list of sales requirements for the site. The Pack Docker has moved to three shifts where they are doing a fantastic job. To take



Caboolture Skip-a-lug Concept

our docking to the next level the Project Team is pulling together a skip-a-lug system led by Marcus Solman.

This system will provide Caboolture's Drymill with the ability to dock multiple lengths out of a single piece of framing. As the board travels through the trimmer, it has the ability to make a lug just after our lug-loading system and is then ready for when the boards are processed through the trimmer and cut in two. This enables one board to continue in the original lug and the second to skip into the additional lug through to the Bin Sorter.

We look forward to the final installation which is planned for the long weekend of the third of May followed by commissioning. The Drymill will continue to operate as normal through this installation.



The team provided some valued support in fine-tuning the speeds for the different products.

Colac & Irrewarra

Around the Grounds

SAFETY

We are continually improving the Health Safety and Environment (HSE) systems, standards and processes. This can take time to ensure implementation is done correctly and becomes part of the site culture.

Part of this process is to ensure every individual in the team understands they have a responsibility in adapting to the change and to ensure that these standards and processes become part of 'what we do'.

An essential part of personal responsibility for health, safety, and the environment (HSE) involves being aware and knowledgeable. It means recognising potential dangers in your surroundings and actively taking steps to reduce risks, not only related to the specific task at hand but also considering the overall work area or department.

It's also important for everyone to actively participate in health and safety initiatives. This could be by engaging in safety committees, contributing to risk assessments, and offering feedback on safety procedures – individuals can play a direct role in shaping best practices.

Individual HSE responsibilities are not just a legal obligation, but an opportunity to contribute. By taking ownership of your health and safety, looking out for others, staying informed, and actively participating; individuals can create a safer and healthier environment for everyone.

HSE is a collective responsibility – are you doing your bit?

Lastly, Cameron Grant, our HSE Manager has moved to a new role much closer to home. Over the last two years, Cameron has made a significant difference across the site and will certainly be missed. We wish him all the very best in his next adventure

Additionally, we welcome Kirsty Stuart as the new Colac HSE Manager who will be transferring from North Lakes where she has been AKD's National Health and Safety Systems and Training Manager for the last two years. Welcome to the Colac team Kirsty.

PRODUCTION

As I write this the site has just come off the two week shut of the Greenmill and is in full preparation for the install of another 36 Drymill Sorter Slings to more than triple our capacity going from 15 to 50.

The team will see the first of the sorter bin modules arrive which is scheduled to be up and running the week of the Kings Birthday in June. This project will greatly improve the product range and flexibility, and take a lot of pressure off the hard working individuals on the drop out chains.

The shut in the Greenmill was not a Maintenance shut but rather to allow stocks to be rebalanced. Employees from the Sawshop, Maintenance, Optimization and Operations spent the down time gaining a deeper understanding of our sawline while completing the Sas Technicians Laser Alignment setup.



GOOD FRIDAY APPEAL WALK

It was great to see so many orange people walking laps around the Colac Botanical Gardens for the Mixx FM Good Friday Appeal Walk-a-thon where each lap made was raising funds for the Royal Children's Hospital. The Colac Leadership group swapped their weekly catch-up meeting for some laps.



John Browne
Colac Site
Manager



Cameron Grant
Colac EHS
Manager



Stores stocktake team L-R: Lucas Brown, Jordyn Bailey, Tom Sanson, David Anderson, Shirley Ritchie, Tim Mooney, Ben Leonard-Pekin, Jayde Mitchell and Brent Hateley. Missing: Ross Meulman, Bruce Hall, Linda Perkins and Graham Payne.

8185 SKU'S IN THE CATALOGUE

800 SHELVES

4 DAYS

12 STAFF

30.4 HOURS

STORES STOCKTAKE

In April we conducted the biannual stocktake of the Colac Store. This was the culmination of 18 months hard work by the team to bring the store up to a standard that AKD can rely on and be proud of.

During the lead-up, we labelled all the shelves and began labelling all goods as they come into improve identification. We also reviewed the locations of over 4000 SKU's (Stock Keeping Units) to bring the actual location in line with MEX (our Maintenance system) and SAGE (our Accounting system) so that items could be found more easily, and catalogued over 1000 items that were found on the shelves.

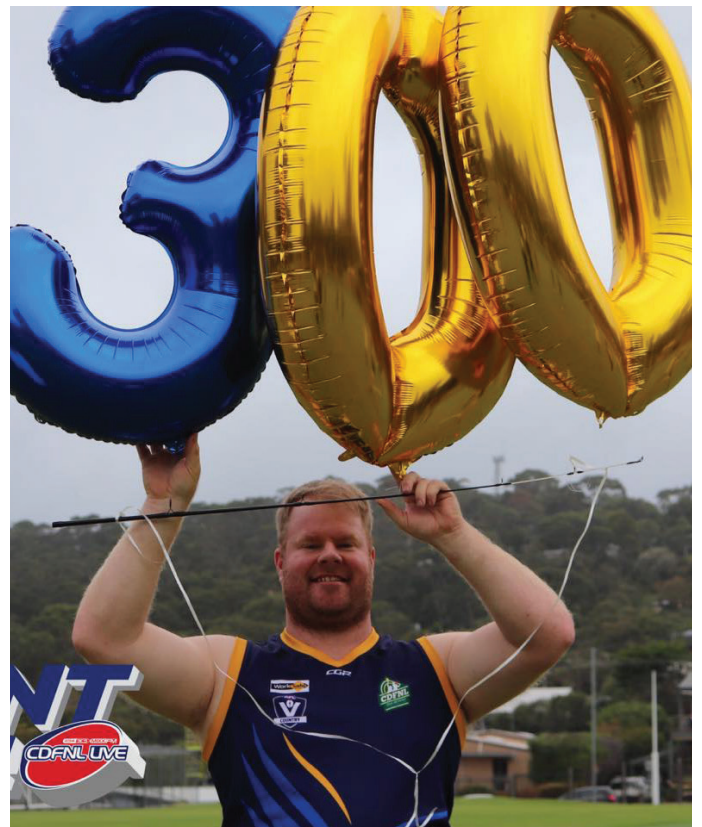
The effect of this was to make the stocktake, if not enjoyable, at least easier for the counting teams. We found that the count ran smoothly with fewer questions and considerably less items written down for review and less stress.

This stocktake was the second time we have used laptops and spreadsheets rather than write the quantities down and this proved much easier for the counting and administration teams. It allowed a quicker review of the data and removed the errors that can occur when transcribing data.

However, the count is only as good as the team involved and we are lucky to have a team as committed to the success of the store as we are. The usual team of Brent Hateley, Shirley Ritchie and Jayde Mitchell have put in a huge effort to prepare the store for success. The additional team we brought in to assist with the count were Linda, Graham, Bruce and Apprentices: Ben, Lucas, Jordyn, Tim along with Ross and Tommy as SME support.

300 GAMES MILESTONE

Congratulations to Justin Hickey, from the maintenance team, who celebrated his 300th football game with the Western Eagles Football Netball Club.



Tumut & Gilmore

Around the Grounds

SAFETY

The last couple of months have been pleasing, having said that we are still seeing some hand and finger injuries, even a couple from wasp stings. I can't stress enough to think about where you put your hands, look before you reach to grab that broken board etc. We all know PPE is the last line of defence, however, gloves need to be the right ones for the task, for example, cut resistant, heat resistant and in good condition and they are going to give you the protection you're looking for.

The activities currently happening in the safety space include continuing to focus on the 10 critical risk program, monthly safety focus and the roll out of link safe. This program allows visitors and contractors to sign in on site and ensure everyone is being safely managed.

I'd just like to recognise all the employees, project team, maintenance department and contractors for the successful commissioning of the HSS. This project had no major incidents, started up smoothly and has been slowly ramping up to normal production. Well done to all and thank you for a safe project startup.

SVC CAREERS DAY

The Snowy Valleys interactive careers day was held in March and due to the expanding list of exhibitors this year, the expo was relocated to a larger venue.

The day hosted schools from Tumut High, McAuley Catholic College Tumut, Gundagai High school, Tumbarumba High School and Batlow High School.

AKD showcased the opportunities within the timber industry, and our apprenticeships programs. Representing AKD Tumut on the day was Electrician Jason Delany, Sawdoctor Bill Stuckey, 1st year Fitter Apprentice Brock Baker, 2nd year Electrician Apprentice Jack Stewart, EHSR Trainee Steph Bergin and EHSR Advisor Rod Sutton (Wood machinist by trade).



Infeed being built in maintenance workshop.

PROJECTS

Horizontal Shape Saw (HSS) was commissioned during end of March early April. The project has been a huge success with machine operating with no major issues. Flow into and out of the machine has been the main focus and operator training. Well done to all the team for a fantastic project and startup.

The 2nd RBS infeed is now the focus to allow the log cants to be held in an upright position to allow both machines to perform the role of a quad bandsaw. This is the next stage to complete the project with the equipment again being built in house, then the crossover for the headrig.





Rab Green

Tumut Site
Manager



Rodney Sutton

Tumut EHS
Advisor



Some of the AKD players L-R: Hayden Noldin, Ashton Baker, Steph Bergin, Brody Hillier, Benjy Hannan and Mitchell Piper.

ANNUAL TUMUT RUGBY LEAGUE PUB 9

The Tumut Rugby League Pub 9s six-week long tournament was played throughout February and March, and saw 14 AKD Tumut employees participating at Adelong, Batlow, Tumbarumba and Tumut.

The competition had been running since the 1960s through to the 90s and was revived in 2015, rekindling community spirit.

A notable addition this year was the introduction of the region's first women's tackle competition, addressing the arduous 3-hour travel for female athletes.

~ AKD PLAYERS ~

RODDY SHIELD WINNERS - BOWLIE BEARS:

Shaun O'Connell, Mitch Piper, Hayden Noldin, Ethan Gilchrist and Jared Baker.

ADELONG GREEN AND GOLD:

Benjy Hannan, Aidan Thomas, Daniel Lucas, Ben Hardwick, Daniel Mech and Jacob Hardwick.

WOOLPACK:

Brody Hillier and Ashton Baker.

WOMEN'S TUMBARUMBA GREENS:

Steph Bergin.

MARKET

Sales were good considering the still tight market conditions. Tumut continues to put the right product on the ground to service the market. Ensuring we are cutting to market is allowing Tumut to service the market and have stock turn over. Our stocks are holding, and we continue to store product undercover in warehouses to protect from weather.

We should see our stock levels reduce with the Anzac week shut, this will allow for more room in the yard and the team the opportunity to rotate aged product.

PRODUCTION

March and April were pleasing months for the sites production. HSS commission, a week's shut, and Easter allowed project cut in and maintenance to be performed

to give the site the best opportunity to run effectively. Thanks to all the maintenance crew for working during this period and being involved in the successful startup of the HSS. The opportunity for the site now is to continue to produce the right product for market with a major focus on studs, studs and more studs.

Some real key milestones for employees, both John Robinson and Geoff Callaghan clocked up 40 years' service. Vicki Keogh and Debbie Maher 30 years' service. Congratulations to all and thank you for all the effort you have contributed and continue to contribute to the site and AKD.

Moving into the colder months gives the site different challenges. Let's ensure we focus on keeping ourselves and team mates safe through this period. Again, thanks to everyone involved in the HSS project and the site's patience. This project sets Tumut up for the future and allows us to continue to support the industry and region.

Yarram

Around the Grounds

SAFETY

As we settle into the rhythm of the year, safety remains our top priority amidst a backdrop of new challenges and exciting innovations. Despite the steady pace, we find ourselves immersed in integrating various changes into our routines, from the implementation of the HR Hub to the adoption of LinkSafe and other advancements. Amidst this, we remain vigilant, considering not only the technological shifts but also external factors such as weather conditions that impact our safety protocols.

The weather in our region has presented us with unique considerations for task safety. In February, we experienced a significant decrease in rainfall, with only 10 mm recorded for the entire month.

Additionally, the winds have been noteworthy, with Yarram setting a state record of 126 km/h. Throughout February and March, there hasn't been a single day classified as still. These conditions necessitate careful planning, especially for tasks such as Working at Heights.

Despite these challenges, I'm proud to report that our team has admirably adapted to the changing conditions, ensuring the smooth running of our operations without any incidents.

One of the highlights of recent months was hosting a school tour, providing students with a firsthand experience of our workplace. Witnessing their enthusiasm as they lined up to book in using the LinkSafe tablet was a pleasing sight, accompanied by some memorable sign in photos. The tour also sparked insightful questions from the students, reflecting their genuine curiosity about our operations.

Moreover, we had the opportunity to test the effectiveness of our new mobile plant alert system, the Bodyguard. This innovative system proved its worth by alerting both pedestrians and forklift operators to potential hazards, even detecting activity on the other side of partition walls.

With the successful implementation of the ring main at our Yarram site, we took proactive steps to ensure the safety of our facilities by inviting local fire brigades for familiarization. Through mock scenarios and hands-on training, we reaffirmed our commitment to safety and collaboration with the wider community.

Well done to Bill Wilson on this project and Julian Hay for organising the training. Special mention also to other lead team members for giving up some of their weekend to make this happen.



CFA setting up equipment for fire ring main system training.



Drymill Manager Julian Hay (left) showing the log yard to the high school visitors.



Glen Davis
Yarram Site
Manager



Graham Clarke
Yarram EHS
Advisor

PRODUCTION

With the logging and power challenges of the first couple of months behind us now, the team's performance has been excellent. Dynamic and adaptable are great words to describe how we are functioning at the moment. While some traditional Yarram products are experiencing a slowdown in the market, we're seizing opportunities with the Calibre Ecooustic grader in our Greenmill and exploring new product lines previously untapped by Yarram.

PEOPLE AND COMMUNITY

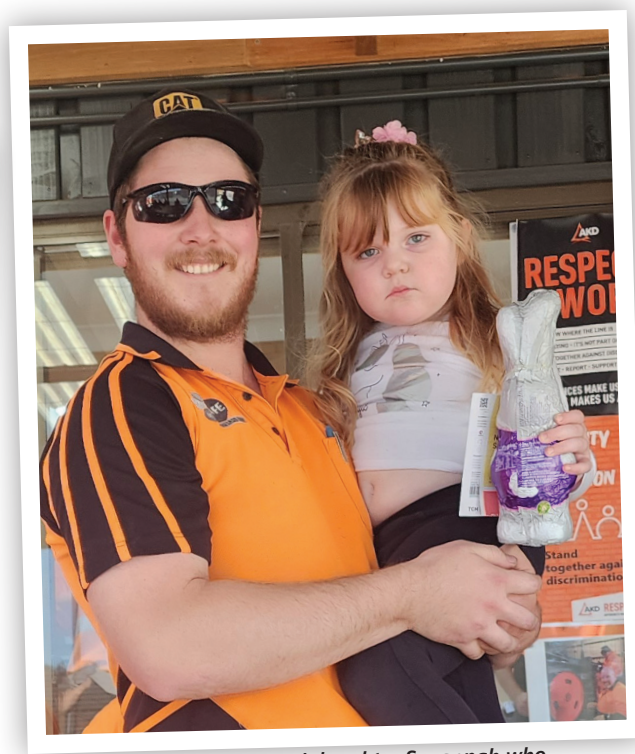
Some of our esteemed colleagues recently embarked on the journey of a lifetime as they exchanged vows and committed to a lifetime of love and partnership. Bill Wilson and his partner Liz, tied the knot. Additionally, Sammie Dale and Peter Sykes, both valued members of the AKD family, also joined in marriage, surrounded by well-wishes from their team mates.

Easter in Victoria is not only a time for reflection and celebration but also a period of vibrant community events and festivities. We were proud to support the Tarra Festival in Yarram and surrounding areas, where thousands of locals and tourists alike gathered to enjoy the rich culture and heritage of our region.

Additionally, during the Easter period, our team rallied together to support the Royal Children's Hospital fundraiser, raising over \$600 for this worthy cause.



Site Manager Glen Davis celebrating
Bradley Cross (left) 25 years of service



Matt Camburn and daughter Savannah who
won a prize at AKD Easter Colouring Competition.

Portland Pine



Daryl Hann
General
Manager
Portland Pine

Over the last couple of months we have been working on installing some machinery that was moved from the Jelfor operation to Portland.

We installed a Beznar machine that makes a perfect round from one end to the other. The project has been a huge success and the machine is now in operation. Big shout out to the team involved, lead by Dave Monaro and Tristan Bellears with support from Cam Grant, Mick Ritchie, and site leaders. The project went smoothy, with no incidents or issues which is fantastic.

The new products that are being produced out of this machine are of a high quality and will be great for the market. The marketing plan that has been led by Brooke McEwan and Brent Guild has been fantastic also, with customers showing high interest and anticipating to see treated products once ready for sale.

Sales in general within the post and poles market have been quite poor over the last three years, the new products will aid the site in a different direction with diversifying our product range.

March and April have been good in the way of safety, with no major incidents or hazards occurring, so we were able to focus on making improvements on things long overdue like dust.

The dispatch yard has been a focus for us with dust issues. Having a loading yard that is made up of gravel, means that the dispatch assistants and front office are consistently covered in dust. Safety glasses and masks are not always enough with the strong winds of the southwest.

After much research, we were able to find a company to attend and assess the site, providing us with a safe solution



Blast from the past: A Mount Gambier car dealership was renovating there showroom when they came across this photo of an original Portland Pine Products truck from 1974.

to spray the yard, reducing the amount of dust blowing around. So far, the results have been great!

Earlier in the year we created a new employee carpark and the final step in this process was to have gates installed on the walkways. This has now been completed and looking fantastic.

March also saw us welcome three new members to the Health and Safety committee, David Durbidge, Zac Romein and Wesley Wombwell, who completed their HSR training throughout the month. Welcome gents, we look forward to fresh perspectives and growth for you, and the site.



HR Hub roll out

with Mark Costoloe
National Training Manager



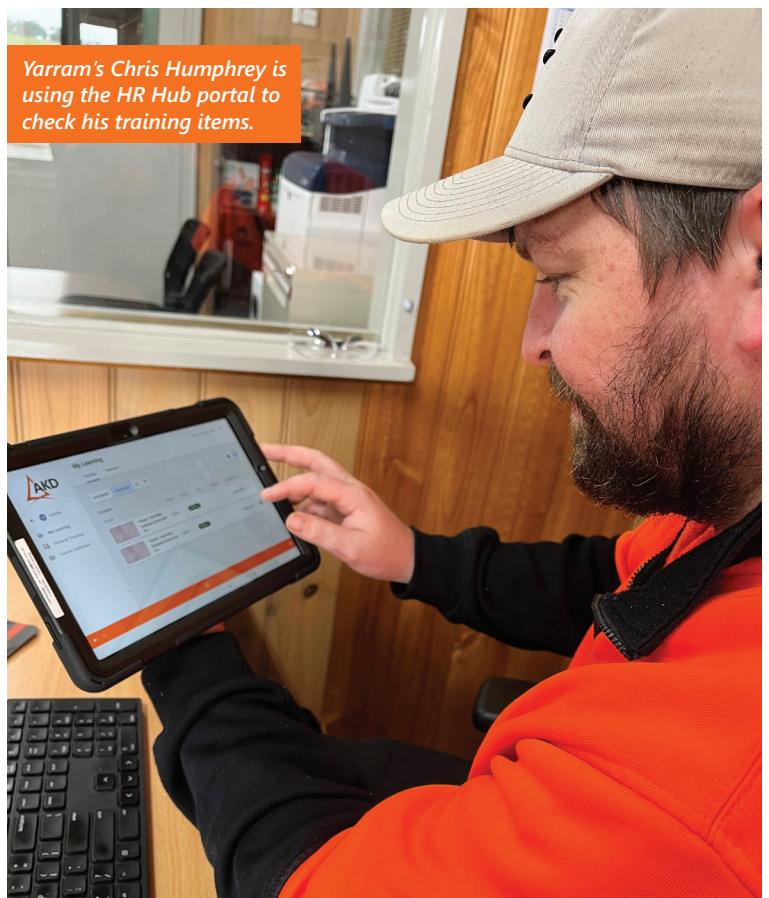
AKD is introducing a new Human Resource Information System (HRIS) platform called 'HR Hub' that will improve the way we engage with people, manage personnel information, improve employee communication and create process efficiency.

This HRIS will create a professional employee experience from job application, to recruitment, through to ongoing employment activity. It will provide huge efficiencies to the business, with transferable online data, employee controlled personal information, paperless administration of employee training and improved access to AKD communications for all employees.

Currently Phase 1 trials are underway at Yarram, with Phase 2 trials to happen in June. Phased rollouts to other sites will commence in May.

I would like to thank everyone involved in the project thus far, our project team, and the leadership group from Yarram. The first roll out didn't go to plan with the wild weather Yarram endured resulting in power outage for multiple days - our second go was much more successful.

There has been a lot of work completed already and a bit to go, but we are already seeing the opportunities this project is providing and going to provide for AKD.



In the light of the multiple tragic incidents of domestic violence across our country and the growing tally of women killed in Australia in 2024, men are talking more than ever before about what they can do to help prevent violence against women.

Four ways men can start doing something about violence against women:

Talk about your relationships.

Chat with your mates about their relationships with women - the good stuff and the challenges.

Build support networks where you can be honest and vulnerable, and let each other know what is and isn't okay.

Recognise the red flags.

Do the work to learn about behaviours that you may not realise are forms of violence:

- constantly calling or texting
- monitoring their whereabouts
- sharing nudes without consent
- controlling their money

Call 'in' or call out your mates.

You know how your friends will best respond to being challenged on their behaviours.

If you see them being disrespectful to a partner or any other women, pull them up or pull them aside.

Show up and Listen.

Read the news, listen to podcasts and most of all - listen to the women in your life without judgement or defensiveness.

Think about the actions you can take to make a change.

Support services:

1800 Respect - [1800 737 732](tel:1800737732)

MensLine Australia - [1300 789 978](tel:1300789978)

We are here to help.

AKD Family & Domestic Violence Leave Policy provides support and assistance to an employee experiencing family and domestic violence, including via paid time off work, counselling, and support with emergency housing. Scan the QR code to read the policy and speak to your manager or a member of the HR or Safety team for further information or to confidentially access support.



Kokoda 2024

with Simon Gatt
Forestry Resource Manager



I would never have thought that when I joined AKD three years ago, that I would get the opportunity to trek the Kokoda Track in Papua New Guinea. I reckon all of my fellow AKD work mates would say the same if you asked them.

When the opportunity arose to apply for the trek, none of us hesitated. We all have our different reasons, but the one thing in common was that we grasped the chance and want to make the most of it, as when or where else would we have been given this kind of opportunity.

This trek will be AKD's third team trek, following the initial trek in 2019. Now the 2024 team are preparing to be away for what is the nine day trek across 96km of tropical rainforest from Kokoda to Owen's Corner just north of Port Moresby.

The team consists of 6 AKD employees, nine Year 11 students (five from Trinity College and four from Colac Secondary College) plus a teacher from each school. We will be supported by a professional tour team from Kokoda Courage including a medic as in previous year's treks.

Kokoda is an iconic trek for lots of reasons. Yes, it is difficult, arduous and challenging as were the conditions in 1942, but its significance in Australian history is what really makes being part of this experience appealing.

The trek team has been working extremely hard to prepare. We all know that this will make the trek easier. The training started in February and has quickly become the weekly ritual and routine to improve upper body, leg strength and cardio.

Lots of cardio and strength training is fine, but you really don't get to replicate Kokoda in training until at least you have trained with your full packs on your back.

In preparation for the trek, we completed two trial treks to ease into our packs. First was a 24km walk from Torquay to Anglesea and the second, more recently, we did an overnight trip to Bimbi Park at Cape Otway, walking 23km along parts of the spectacular coastline on the Great Ocean Walk.

It provided a great opportunity for everyone to bond as a team with a long trek along the Great Ocean Rd Saturday, a meal by the campfire that night and then a grueling session at Parker Hill testing our leg strength on the Sunday. Day two saw us climb up and down the steps at Parker Hill to the Inlet, 300 steps each time, 10 times up-and-down equaling 6,000 steps in total!

Although many of us fell asleep on the bus ride home, this trip gave us the added confidence that we are all in good shape to complete the trek with everyone completing the walks at a good speed. As the saying goes, train hard, walk easy.





Who are you at AKD? Andrew McLaughlin, National Compliance Manager

What are you looking forward to the most? To experience a different culture and to spend time outdoors in the mountains and rain-forest.

What are you going to struggle to live without on the trek? Internet

Any concerns? Mosquitos and giant spiders.

What are you hoping to gain from this experience? More confidence in dealing with uncertainty and taking risk and greater perseverance in difficult situations.



Who are you at AKD? David Uwland, Colac Dry Mill Processing Operator

Why are you doing Kokoda?

Undertaking the Kokoda trail has been a long-term wish for me given my military service history. To walk in honour of the many fallen soldiers and to be able to pay my respect, will be a very humbling experience.

Any concerns? My body, I'm hoping it holds up to the physical challenge of the track.

What are you hoping to gain from this experience? I hope to grow as a person, to bring back new skills to my workplace and to be able to mentor other young people.



Who are you at AKD? Janelle Monaghan, Victorian Sales Account Manager

What are you looking forward to the most? Making lifelong connections with my fellow travellers and the beautiful views along the way.

What are you going to struggle to live without on the trek? TikTok

What are you hoping to gain from this experience? I am hoping to gain greater leadership qualities and the ability to push myself past what I think is possible.



Who are you at AKD? Luke Hall, Log Yard Leading Hand and Debarker Operator at Yarram.

What are you looking forward to the most? I'm looking forward to crossing the finish line as a team and seeing the smiles on everyone's faces and just enjoying the whole experience that is Kokoda.

What are you going to struggle to live without on the trek? My family and pets.

What are you hoping to gain from this experience? Better understanding of what the WW2 diggers went through on the trek and to help improve my leadership skills.



Who are you at AKD? Narayan (Ryan) Peacock, Colac Fitter and Turner.

What are you looking forward to the most? The country's environment especially the wildlife and knowing I put in the hard yards preparing for the trail to be able to enjoy the experience.

What are you going to struggle to live without on the trek? My own bed.

What are you hoping to gain from this experience? I'm sure daily challenges will seem minuscule in comparison. Also an insight of what the diggers went through, under terrible circumstances and conditions.



Who are you at AKD? Simon Gatt, Forestry Resource Manager

Why are you doing Kokoda? Exciting personal and team opportunity.

Any concerns? Humidity.

What are you going to struggle to live without on the trek? Enjoying the pleasure of a red wine on the couch in front of the TV on a Friday night.

What are you hoping to gain from this experience? Knowing that I worked hard and finished the trek.

International Women's Day AKD Employee Spotlight

At AKD, we embrace all that makes us different, and we recognise the benefits that these differences can create.

March 8th was International Women's Day and we celebrate the women throughout our organisation and the contributions they make as valued members of team orange. We've shined the spotlight on some of these women who kindly shared their experience.

Scan the QR code below to read their stories and celebrate International Women's Day with us!

"Coming to AKD has proven to be a surprising career change, full of possibilities and support to help me grow into my role."



Tracy Van Nierop

COLAC FLEET CONTROLLER

"You might not have considered the forestry industry previously but there are so many opportunities for development."



Kirsty Stuart

HEALTH & SAFETY SYSTEMS AND TRAINING MANAGER

"Everyone is so passionate about their land and trees, and it is a privilege to assist them when they come to harvest."



Jo Foster

HARVESTING MANAGER &
AKD'S GENDER DIVERSITY WORKING GROUP CHAIR

"My managers were extremely supportive of me finishing my apprenticeship and provided the time I needed."



Sam Cassidy

YARRAM DRYMILL SUPERVISOR &
QUALIFIED WOOD MACHINIST

"Not only have I seen the business and industry grow, but I have worked with amazing colleagues"



Tracey Manning

NSW SALES

"As a single mother I've faced challenges of work-life balance, however I was able to approach AKD and received the support I needed."



Veronica Paul

CABOOLTURE PRODUCTION OPERATOR



www.akd.com.au/news

Scan the QR code to read these employees stories on the AKD website plus more articles.

Did you miss celebrating these AKD women on social media? Be sure to follow us to not miss out!



@AKDSOFTWOODS

AKD Otway Trail Run

In March, AKD were again the proud major sponsor of the **AKD Otway Trail Run** which this year raised over \$25,000 for the Colac Area Health Maternity Ward.

Participants got to enjoy some of the most scenic views the Otways has to offer along the Old Beechy Rail Trail as they completed either a 16km Run or 7km Run/Walk.

A handful of employees from both Colac sites tackled the trail with the stand outs from the day being Craig Karrani (Continual Improvement and Logistics Manager) and Michelle Lascelles (Accounts Payable Officer).

Craig had broken his leg badly in three places in 2022 which may have held some people back but not Craig. He made a rehabilitation mission to finish the 7km walk which he did in a little over an hour and looked fresh as a daisy at the finishing line. Michelle ran the 7kms in 32 minutes which was a personal best for herself.

Well done to all who participated and supported this local event.



Pictured L-R, back row: Belinda Karrani, Craig Karrani, John Browne, Sabian Ritchie, Mick Ritchie and Anthony Elliot.
Front row: Brooke McEwan, Amanda Meade, Michelle Lascelles, Carolyn Arnold, Meg Nelson and Shirley Ritchie.

2024 Apprentice Intake

We are thrilled to welcome the 27 new apprentices to AKD in 2024. Embarking on their trade pathways, our 2024 intake represents a diverse range of ages, spanning from 16 to 42 years old, with almost 20% being female. This is another significant step in our ongoing commitment to developing people, support our business operations and communities, and advancing the skills crucial to our industry.

AKD's Apprenticeship Program is a structured, 3-4 year development pathway which combines training with practical work experience to provide participants with varied opportunities to develop their skills, gain hands-on experience and obtain a trade qualification. We currently have over 75 apprentices across our various sites. These apprenticeships span a range of trade fields, including Fitting and Machining, Fabrication, Electrical, Saw Technicians, and Wood Machinists.

One aspect of this year's intake is the significant number of positions filled from within our existing AKD workforce, accounting for over 40% of the total placements even. This not only demonstrates dedication to internal development but also shows how talented our team is.

This year, we are continuing our support of 'Dual Trade' development as well as supporting school-based apprenticeships, offering the students invaluable experience of on-the-job training combined with TAFE while completing their secondary education.

We wish our new apprentices all the best. Their dedication and enthusiasm are the building blocks of a promising career, and we are confident that you will excel in your roles.

"I love being able to problem solve, it's challenging but its also rewarding, and I wont lie, it feels really empowering to be able to work as an electrician, were I'm pushed to do my best. This trade just offers a lot of what I already love to do."

SHELBY CRAIG (19) – YARRAM APPRENTICE ELECTRICIAN



Yarram Apprentices: Lachlan Martin (Fitter), Shelby Craig (Electrician) and James Grant (Fitter).

Portland



"I like to learn how things work and how to repair things. I have enjoyed working with a variety of different people and learning new things."

TANNER BARCLAY (18) – PORTLAND APPRENTICE FITTER

"I was an operator in the Greenmill and getting an apprenticeship is something I've always wanted. To be able to learning new things and how the machines work."

JAYDAN ARRAGON (24) – TUMUT APPRENTICE WOOD MACHINIST



Tumut Apprentices: Ben Hannan (Fitter), Brock Baker (Fitter), Robbie Institoris (Saw Tech) and Jaydan Arragon (Wood M/C).

with Mark Costoloe
National Training Manager



“I enjoy the atmosphere around the saw shop and learning new skills, for example learning how to change some of the saws out and sharpen the knife. How easy it is to ask something if your unsure everyone is happy to help out.”

STEPH BOURMAN (33) – CABOOLTURE APPRENTICE SAW TECHNICIAN



Caboolture Apprentices: Ky Spencer (Electrical), Jacob Sutherland (Electrical), Noah Flaton (Fitter), Kelton Smith (Fitter), David Eldridge (Saw Tech), Steph Bourman (Saw Tech) and Tiffany Coleman (Wood M/C).

“Since starting my apprenticeship I've enjoyed the hand on side of the job and challenging myself with learning new skills and understanding more about timber processing in the mill.”

DEAN SPICER (27) – OBERON APPRENTICE WOOD MACHINIST



Oberon Apprentices: Dean Spicer (Wood M/C), Justin Hollis (Electrician), Kelsey Sheehy (Saw Tech), Tiaan Swiegers (Fitter). Absent: Isabella Dunbar (Electrician).



Colac Apprentices: Casey Anson (Wood M/C). Group L-R: Fletcher Rosevear (Electrician), Josh Jacobson (Saw Tech), Ben Leonard-Pekin (Fitter), Lucas Brown (Fitter), Thomas Clarke (Saw Tech) and Eric Leech (Saw Tech).

“I had heard good things about AKD and what its like to work here. I've been enjoying learning about the different mills and how all the different parts work together.”

LUCAS BROWN (18) – COLAC APPRENTICE FITTER

Easter Colouring Competition

Wow! Don't we have some talented artists within the AKD family, providing us with some stunning pieces of art, even from the bigger kids. Congratulations to all our colouring competition winners.



Kaydon Hayes - 8yrs - Caboolture
6-8 year olds Winner



Zander Hickman - 12yrs - Portland Pine
10 years-and-Up Winner



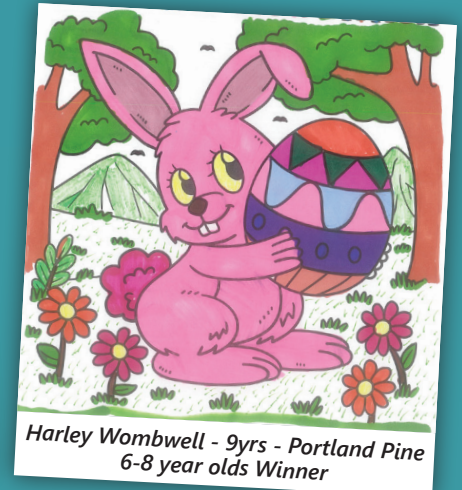
Reid Akehurst - 8yrs - Colac
6-8 year olds Winner



Olivia Forsyth - 12yrs - Tumut
9 years-and-Up Winner



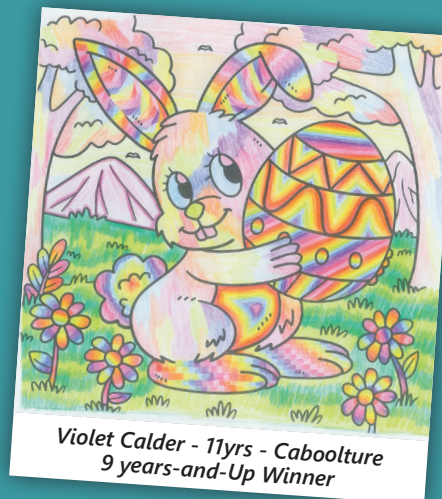
Billie - Colac
5-and-Under year old Winner



Harley Wombwell - 9yrs - Portland Pine
6-8 year olds Winner



Mylee Craig - 9yrs - Yarram
9 years-and-Up Winner



Violet Calder - 11yrs - Caboolture
9 years-and-Up Winner



Charlie Sturgess - 4yrs - Tumut
5-and-Under year old Winner

2024 FTMA NATIONAL CONFERENCE

AKD Plantation and Site Tour

As part of the 2024 FTMA National Conference, which was held in Geelong this year, AKD hosted delegates from throughout the timber frame and truss supply chain with a tour of our plantation and Colac sawmill. The below is a recap written by participant tour Kat Welsh - FTMA Administration & Communications Assistant.

The AKD tour formed the bonus closing 3rd day to FTMA's Biennial National Conference, held in Geelong VIC – the theme of which was Looking Outside the Triangle. Presenters strongly focused on the Australian housing crisis – in which sustainable forestry has an important part to play for our country, and the world. It seemed like the perfect opportunity to visit AKD.

Most on the tour work in the timber industry – frame and truss fabricators, educators, software and engineering developers – however not many have had the opportunity to see firsthand how trees go from saplings in the forest to sustainable timber.

The process involved in preparing plantation sites, tree growing, site management over decades, to harvesting and milling, was striking. Being on site with AKD and seeing the intricacies involved, brought home a deeper meaning to how crucial the tree growing industry is for the future of housing, and the planet.

The abundance of technology in the mills and the processing facilities, left us all a bit dazed with how remarkable the set-up is, the machinery, the technology and science, and the ingenuity – extremely impressive!

A take home thought from the visit was how important it is to support, promote, and grow Australia's sustainable forestry industry – from an educational and potential workforce perspective, meeting our country's timber demands, but also as the critical solution to the climate crisis.

FTMA gives thanks to AKD for showcasing this sector of the industry as the wrap-up for our conference. Being able to learn directly and witness personally from the source, gives us a stronger ability to understand the depth of what you do, so we can help promote and advocate for timber solutions. Thank you!



40 Rodney Fridey YEARS AT COLAC

Tell us about your journey at AKD:

I started in the drymill working on the docker and was transferred to the green mill where I was told I would work from dark until dark due to the shift hours - they were trying to stir me up.

After moving to the greenmill I worked on the chipper, chopping up larger blocks with an axe to get them down to a processable size and unblocking any jams in the chipper.

After mastering that, I was moved to the multi-saw where wing boards would come down and sizing was manually adjusted by the operator back then. Moving onto the horizontal bandsaw system was a welcome relief from chipper and the multi-saw.

After my 10-15 years in the old Greenmill, I was placed at the trimmer station. Back then, operators manually selected the docking process for boards as they were being processed with a glorified keyboard.

I got to watch the mill transformation, getting built around the trimmer line over the next 30 years and have learned how to run almost every part of the line but found that the happy spot for me was at the trimmers as a leading hand.

What is your favorite part of your job?

I still love operating and problem solving and keeping the morale up of the people around me. I really enjoy the people I have met and the friendships I have made.

What has been a standout moment in your time at AKD?

The innovation of technology, safety and all the participation by all service departments.

When I started working for the timber mill we didn't have uniforms and it's really nice to see now that it's a given that employees will get a radio and uniform and all the PPE they require.

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

I spend a lot of time caravanning and getting away exploring Australia. I love to spend a lot of time on the mountain bike and kayak and when I get the chance I still love to get out on the Triumph.

What's your guilty pleasure TV show?

Everybody thinks I just watch the weather station but I actually really enjoy SciFi and superhero movies. I just watched Godzilla and Kong which I give about 7/10.

What is on your bucket list?

I want to go overseas and do Route 66 in a muscle car or on a motorbike.



"Rodney is quick witted and very funny and always has a contagious positive attitude. He has probably trained over 100 people at the trimmers over the years as he always shows amazing patience when training new employees making sure they do things safely and the Rodney way. Rodney has always been adaptable to the changes around him."

Michael Lamb
AFTERNOON SHIFT SUPERVISOR



Rodney and partner Christine enjoying a camel ride at Uluru.

25

Grant Light

YEARS AT COLAC

Tell us about your journey at AKD:

I started off casual in the drymill, before a position become available at the old greenmill on Forest Street. I stacked green timber onto packs for about a year while the new greenmill was being built.

When it opened, I became a full time cleaner for a few years before being given the opportunity to be trained to run the main line in the greenmill which I held for six year. During this time, I also spent some time out at Irrewarra where I learnt to unload trucks and became a backup log Grab operator which I have been now for approximately 15 years.

What is your favorite part of your job?

Making friends and getting to know people.

What are you currently looking forward/excited about?

I have recently purchased a motorbike and looking forward to adventuring with my partner when it arrives later in the year.

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

I enjoy fixing/playing retro arcade games and pinballs, camping, fishing, motorbike riding and gaming.

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

Test car driver.

Grant
and
partner
Jenna



"For the last several years Grant has become the backbone for the log sorter afternoon shift servicing the Greenmill and log trucks. If anyone has had the opportunity to be on UHF Channel 13 late in the day, they would hear the ever so consistent analysis from Grant of how his day has progressed. With every truck delivery there is the standard greeting from Grant of recognition of truck and trailer thus knowing the name of truck driver and then questioning of how there day has been. Once the welcoming formalities are completed, the task of unloading the truck is met with his usual precision and the passing comment of how he now must go load the mill.

Mr ever-reliable has several passions out of work and his attention to detail has helped him rejuvenate and restore many old models of arcade games. Pin ball machines are his weakness and often extends his knowledge to all who shows interest.

Congratulations Grant on your continuous service, a milestone you should be proud off."

Michael Lamb

AFTERNOON SHIFT SUPERVISOR

"Over the years we have done many things outside of AKD working hours. From motor bike riding, operating drones, kayaking and the odd cast for fishing. He is a very organised man with everything in the right place. From his colour co-ordinated tackle box to his 4wd vehicle with onboard sliding fridge that is perfectly positioned away from his custom ordered batteries. His collection of restored arcade games is a credit to his talents. All the best for the adventures with the new bike and will be sure to see it in the carpark at gate 5 in the future.

Rodney Fridey - COWORKERS

10 Daryl Lawrence YEARS AT COLAC

Daryl started his AKD journey back in 2014 when he joined the EWP team, operating the finger jointer and moulder alongside Joe Muvengi. Daryl enjoyed transforming waste offcuts into useful products like handrails and roof battens. Over the years, he transitioned to various roles, eventually becoming supervisor, overseeing operations across different departments. Daryl now works at the Colac Batch and CDK kilns as a supervisor and is enjoying his time there.

What Daryl has enjoyed in his time at AKD is the camaraderie that he has witnessed being built between the crews he works with, he really enjoys developing a great team environment. Outside of work, he tends to his extensive (amazing) garden and cares for his collection of over 400 orchids which the Colac Herald featured in their Home and Garden feature. He enjoys outdoor activities like shooting, fishing, and camping.

On his bucket list, Daryl dreams of exploring Canada and Alaska. But first what he is most looking forward to is a trip to Malaysia and Thailand which is booked for April and into May this year.

Growing up, Daryl aspired to be a dairy farmer, and fulfilled this for a significant part of his career. During this time Daryl had stud Holstein Friesian cows which he won Champion Dairy Cow at Melbourne Royal.

One thing you may not know about Daryl is that he runs a side business specialising in sporting trophies, engraving, and heat press products like stubby holders etc.



Daryl and partner, Megan, at the waterfall in Milford sound New Zealand.



Tropical twist at Elliminyt garden

"Congratulations Daryl on 10 years at AKD! What an achievement, it's been a pleasure working with you. Looking forward to another 10 years!!"

Jared Pietsch
PRODUCTION
MANAGER

"Daryl showed early on in his career at AKD that he had the desire to take on more challenging roles. This led him to take on a team leader/2IC role in the EWP department and progressed into the supervisor's role. Daryl, I have enjoyed working with you for the past 10 years and hopefully many more to come. Congratulation on your 10-year milestone."

John Stephens
GREEN MILL D/S SUPERVISOR

By Nicole Newman
A tropical garden in Milford Sound, New Zealand, is the pride and joy of Daryl Lawrence. The garden is a masterpiece of tropical plants and flowers, with a focus on orchids. Daryl and his partner, Megan, have spent years creating this beautiful space. The garden is a true reflection of their love for nature and their commitment to creating a sustainable environment. The garden is a true masterpiece of tropical plants and flowers, with a focus on orchids. Daryl and his partner, Megan, have spent years creating this beautiful space. The garden is a true reflection of their love for nature and their commitment to creating a sustainable environment.

CREATED: An orchid garden in Milford Sound, New Zealand, is the pride and joy of Daryl Lawrence. The garden is a masterpiece of tropical plants and flowers, with a focus on orchids. Daryl and his partner, Megan, have spent years creating this beautiful space. The garden is a true reflection of their love for nature and their commitment to creating a sustainable environment.

FIGURE: The garden has multiple water features, which are a highlight for Daryl and Megan. The garden is a true masterpiece of tropical plants and flowers, with a focus on orchids. Daryl and his partner, Megan, have spent years creating this beautiful space. The garden is a true reflection of their love for nature and their commitment to creating a sustainable environment.

10 Michael Morgan YEARS AT YARRAM

Michael's journey at AKD started in 2014 which was before the Yarram sawmill was owned by AKD. He started in the Greenmill, mostly working with the Paling Stacker before he was transferred to the Treatment Plant.

When help was needed to roll out new SOP programs, he was called to develop them and run associated training system.

In 2018, Michael moved into the office to assist with various tasks for the administration team which has led to his current role as Account Manager.

Michael's day is always full of interactions – from staff members in the yard to supervisors and managers, to truck drivers and transport contractors and to our customers – he always manages to maintain great relationships with different departments and stakeholders.

Outside of work he enjoys going out to visit breweries and wineries to try different food and drinks, visiting regional towns to soak in the culture at festivals and country pubs, and getting in the odd bushwalks.

He also likes cooking with homegrown ingredients and has been a keen homebrewer of beer for over 20 years. If you ask him what's the one item he would take with him when he is stranded on an island, his answer would definitely be 'Beer'!

"It has been an absolute pleasure working with and alongside you. Hats off to you for this wonderful achievement. Your commitment and teamwork are what I believe is your biggest asset for achieving this honour. Your knowledge and experience are on another level and doesn't go unrecognised. All the best Morg's! Look forward to more good times ahead."

Bill Wilson
PROJECT MANAGER

"Over the years we have worked together, Michael's enthusiasm for the job is only matched by his enthusiasm for brewing beer and fine foods. I congratulate you on 10 years' service and keep up the good work."

Julian Hay
DRYMILL/KILNS
MANAGER

Michael's hiking trip along the Kalalau Trail in Hawaii



10 Tom O'Connor YEARS AT COLAC

Tom's journey at AKD began in 2014, starting as an Operator at Irrewarra. After learning and understanding all aspects of the process he became a team leader in (what year)

Tom's passion and interest in quality, optimisation, recovery and process improvement became apparent after Tom supported the installation of new scanning technology into the Irrewarra mill.

This led to him making the dive into studying Business part time, whilst juggling a young family and a new full-time role in the technical team as AKD's Recovery Champion, focused on improving the return of each log processed.

Tom led the optimisation component of Colac's USNR sawline installation. His contribution and ownership to this was an integral part of the growth of the Colac site and the improvement in recovery and quality experienced over recent years.

Tom later switched to studying Mechatronics Engineering and then AI (artificial intelligence) as his knowledge and passion grew and he saw the opportunities for AKD to harness the powers of AI to make optimal decisions in our processing. As a final unit to his studies Tom spent four months overseas in the US immersing himself in the world of AI undertaking an internship with USNR, one of our primary sawmilling equipment suppliers. The decision to do this was off the back of Tom's own will and proposition; a great demonstration of his drive for continuous improvement, learning and initiative.

Tom's skills and knowledge are unique and support AKD in making better operational decisions. This has seen Tom's role expanded to support all operations as the National Process Optimisation Analyst reporting to Paul Hartung. Congratulations Tom on your 10 years, certainly many personal and professional achievements to look back on over your time and we look forward to seeing where you take your role and AI in sawmilling.



Tom, partner Lana and children, Arlie and Alexis.

"Meeting Tom for the first time was quite a shock when you get a picture in your mind of what an optimisation analyst person looks like, thinking quite subdued prim and proper. Tom quite the opposite, lives on the edge, enjoys jumping out of planes (let's not talk about what he did on I think his 50th jump), riding a high-performance motor bike and covered in Tattoos. Don't let this exterior fool you, he knows the data and knows it well and has continued to impress me with his analytics skills. The old adage of never judge a book by its cover surely applies to Tom. Looking forward to seeing what he is capable of now he has done work in AI and Deep Learning space in the US. Hang on for the ride."
Paul Hartung
GENERAL MANAGER – OPERATIONS

THE
SPLINTER

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YARRAM
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(03) 5182 6070

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10 Toby Pumpa YEARS AT PORTLAND

Tell us about your journey at AKD:

Since starting in April 2014 at Portland Pine as a millhand on the Bezner line I have progressed to learn every machine center and mastered log grab operation.

Through PPP, I completed a Certificate IV Training and Assessment, which led to a promotion as a leading hand, focusing on log grab operation and truck loading, before transitioning into a supervisor for the afternoon shift. Following a stint in sales and dispatch for two years. I have since moved back into production.

What is your favorite part of your job?

Interacting with everyone

What's your guilty pleasure TV show?

Dragonball Z.

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

Spending time with my friends, my dog and renovating my house.

"The last few years I have worked with Toby have been great. He's always one you can go to for a talk and a laugh. Toby has helped many employees immensely with many aspects of their jobs at PPP."

Tara Anderson
ACCOUNTS



"Since starting at PPP, Toby has played a huge part in my life, both in and out of work. Becoming good mates with not only myself but my family. When I first moved to Heywood, he helped me settle into the community, getting me involved in sporting clubs and helping out whenever me or my family needed help. In my early days at PPP, he was always there when I needed support or advice and has played a big part in helping guide me to reach my goals I have achieved today. Thanks for everything Pumps and congratulations on 10 Years!"

Billy West - DAYSHIFT SUPERVISOR



Have you...

- Recently moved house?
- Changed your Super funds?
- Got a new phone number?
- Updated your emergency contact?

Be sure to let your supervisor or site payroll controller know, to keep your details upto date.



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



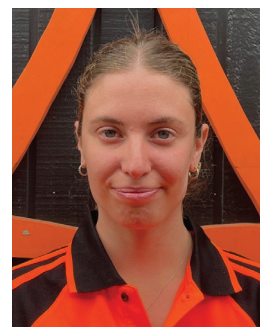
ANITA ALLEN
SALES
TUMUT



CAPTAIN WALLIS
GREENMILL
YARRAM



DALE MCGOLDRICK
DRYMILL
COLAC



DANIELA RODRIGUEZ
DRYMILL
COLAC



GHULAM MUSTAFA
GREENMILL
CABOOLTURE



IGNACIO SUAREZ
DRYMILL
COLAC



JACOB JAMES
DRYMILL
TUMUT



JARROD SMITH
DRYMILL
TUMUT



LOUISE TEECE
DRYMILL
COLAC



ROBERT INSTITORIS
SAWSHOP
TUMUT



SAMANTHA COPPIN
FINANCE
TUMUT



STEVEN JOHNSON
DRYMILL
TUMUT



BABIES



Lexi Dee Tillack
 Born: 28/03/2024 Parents: **Jye** & Sondra
 Weight: 2.77kg Site: Colac
 Length: 49cm Dept: Finance
 A little sister for Bella



Gus John Noldin
 Born: 05/03/2024 Parents: **Hayden**
 Weight: 6lb 12oz & Amanda
 Length: 50cm Site: Tumut
 Dept: Maintenance

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.

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Geoffrey Callaghan	40	DRYMILL	TUM
John Robinson	40	DISPATCH	TUM
Rodney Fridey	40	GREENMILL	COL
Debbie Maher	30	MAINTENANCE	TUM
Vicki Keogh	30	ADMIN	TUM
Grant Light	25	GREENMILL	COL
Daryl Lawrence	10	KILN	COL
Michael Morgan	10	ADMIN	YAR
Rawiri Kahaki	10	DRYMILL	CAB
Toby Pumpa	10	POST & PEELER	PPP
Tom O'Connor	10	OPTIMISATION	COL
Wayne Jennings	10	TREATMENT	COL
Blade Teichmann	5	DRYMILL	CAB
Connor Sellwood	5	POST & PEELER	PPP
Daniel Attwood	5	MAINTENANCE	TUM
Eddy Chong	5	GROUP IT	COL
Glenn Beall	5	DRYMILL	COL
Graham Payne	5	TRUCK	COL
Melissa Garner	5	FINANCE	COL
Michael Swanson	5	HR	COL
Steven Irwin	5	KILN	TUM
Timothy Facey	5	MAINTENANCE	COL
Thomas McDonald	5	GREENMILL	COL

Maya Jane Cullen
 Born: 11/04/2024 Parents: **Leon** & Kristal
 Weight: 7lb Site: Gilmore
 Dept: Incisor
 Sister to Asha, Tyla, Izabella, Kiara, Ruby & Ayda



Last month I spoke to the difficult market conditions in December and January that came as a rude shock to our industry and importantly our business. The impact of sudden soft demand and therefore sales in both structural products and packaging products led us to make immediate production decisions with Irrewarra closing and market related shuts at all sites.

At the time of writing this at the end of April, sales stabilised at a weak level in February and then strengthened in March and April. But in real terms they are not at the same levels as 2023. We have adapted and utilised the advantages from our recent investments to add products and improve grade yields to maintain sales. But underlying timber demand remains soft both in Australia and globally as interest rates have reduced residential construction activity. The irony is we have a housing crisis due to insufficient housing in cities.

As we navigate the challenging market conditions, the need for the whole team to be responsive, adaptive and committed is paramount, therefore I want to recognise and thank the whole team at AKD. It's a collective effort.

From the Sales teams who represent our business and who have worked tirelessly to ensure AKD maintains our share in the market, protect our pricing, providing a superior service at the same time as looking for opportunities with existing customers and new customers. To the Production teams who have had to adapt to new product lines, to different ways of running plant, packaging changes and smaller production runs. A massive thank you, to the whole team, everyone's effort is important. This includes Maintenance and Electrical teams keeping our plant operational.

Finally, the Logistics and Dispatch teams getting the right timber to our customers on time, in full and ensuring we only load the packs that represent the quality of packaging and presentation we all stand behind. The quality of how we present our products is critical, it shows pride and care.

Over many years my belief is that a team builds resilience through facing and overcoming adversity. As a team we have responded strongly to all the challenges and as a company we will be better for the experience.

"The standard you walk past is the standard you set", this statement is for everyone, it represents our safety culture, our environmental awareness, our production expectations, our product presentation, our quality expectations, finally it also sets the bar for our housekeeping standards.

So right now, we all have a choice of what we walk past and accept and what we collectively decide to stop and fix. All contributions matter, it's that simple, even the little things like cleaning up after yourself, picking up any rubbish you see around site, leaving plant and equipment ready for the next person to use, asking someone if they need help. This list could go on and on, but these things count. It's about being individually responsible which in turn helps each other. We are in this together, if we all collectively do just 1% more and make life easier and more enjoyable for

others the collective outcome of over 1000 people doing 1% more would be so powerful.

In March, the Tumut HSS project came to its conclusion, the moment where after 2.5 years of feasibility discussions, project meetings, design, challenges, grant submissions, capex submissions, consultation, vendor engagement and contracts, installation and commissioning, it has all concluded in a successful outcome. I want to say what a great job this team has done. Whenever I have tried to congratulate someone in the team at Tumut, they have been quick to point out someone else in the team that they thought did more. An amazing humility and dedication to each other.

I want to identify individuals, but fear I will miss someone, so to the whole Tumut team, thank you. Recognising the challenges this site has faced over the past 4 years. Bushfires destroying 50% of their log supply, then running 100% salvage logs for 15 months, the pandemic, market ups and downs and then tackling this opportunity. Tumut epitomises a team that came together during adversity, their collective spirit is very strong. You understand the concept of "the standard you walk past is the standard you accept" when you go to Tumut. Whether it is the housekeeping standard, the wrap quality, engagement of the team. They take their individual and collective responsibilities seriously.

So right now, we are in the middle of building our Budget for FY25 (July 24- June 25) and it is incredibly hard as we really don't know how the market is going to go. Our industry doesn't know, customers are concerned or confused or both and I can promise you our politicians are also not sure, as we hope they "lean in" and make decisions that will see more houses built.

So we just have to stay reactive in some parts of our business and proactive in others. Proactively focussed on safety, consistency of operations, and maintaining our standards. We have to remain reactive to the market, our customers' needs and focused on demand trends.

The only thing I can promise you regarding change, is that there will be more changes as we rise to the challenges. So thank you for your collective effort, your patience and your willingness to make it all happen safely.



Shane Vicary
CEO

