

THE SPLINTER

Drymill Main Safety Board

All Hazard Reports to be provided to Team Leader

All injuries and incidents to be reported immediately

SLAM BOOK A4

OPN A4

CONFINED

NOTIFICATION

OUT

THINK

WORK

BE

TOWARDS

REPORT ALL HAZARDS IMMEDIATELY

SAFETY IS EVERYONE'S RESPONSIBILITY



Caboolture's drymill safety representatives
Veronica Paul and Satuala Vitale have stepped
up to support a safety reset in the drymill



AKD EMPLOYEE NEWSLETTER

EDITION 57

MAY-JUNE 2024



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Australian Citizenship

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Welcome to the Team

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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AKD OFFCUTS

Congratulations!



Congratulations to Colac's **Nicole Veress**, 2nd year Fitter Apprentice,
and **Stephanie McGuane**, 4th year Fitter Apprentice,
on being awarded the 'Gforce Ballarat Scholarships' at
Federation University for their dedication at TAFE.

2024 FOOTY TIPPING COMPETITION

RND 15 LEADERBOARD



E = employee C = customer



1 ST	Andrew Makary (C)	78	1 ST	Damion Rock (E)	93
2 ND	Jamie Gorman (E)	78	2 ND	Phil Citera (C)	91
3 RD	Lachlan Powell	75	3 RD	Jimmy	89



Toni Kirkup
National
HSE Manager



I was going through some old files recently and came across something I have used previously (at AKD and in other organisations) – it's a powerful poem "I Chose to Look The Other Way" by Don Merrell. This poem serves as a moving reminder of the responsibility we all have to look out for each other, even if it means speaking up or taking action that might be uncomfortable at the time.

"I Chose to Look The Other Way" by Don Merrell

*I could have saved a life that day,
but I chose to look the other way.
It wasn't that I didn't care,
I had the time, and I was there.*

*But I didn't want to seem a fool
or argue over a safety rule.
I knew he'd done the job before,
if I spoke up, he might get sore.*

*The chances didn't seem that bad,
I'd done the same, he knew I had.
So I shook my head and walked on by,
he knew the risks as well as I.*

*He took the chance, I closed an eye,
and with that act, I let him die.
I could have saved a life that day,
but I chose to look the other way.*

*Now every time I see his wife,
I'll know I should have saved his life.
That guilt is something I must bear,
but it isn't something you need share.*

*If you see a risk that others take,
that puts their health or life at stake,
the question asked, or thing you say,
could help them live another day.*

*If you see a risk and walk away,
then hope you never have to say,
I could have saved a life that day,
but I chose to look the other way.*

I understand that not everyone feels comfortable calling out someone else's unsafe choices or behaviours. I know that because people have admitted it to me – for some, they are new and don't want to be seen as causing trouble – some are young and haven't had experience doing this and some people simply don't like confrontation. But I encourage everyone to ask themselves (with the above in mind) – what would be harder, facing confrontation and calling it out OR knowing that you could have prevented an injury.....or worse.

Being responsible for our own choices and behaviours is critical to improving. We should all choose to be safe – not because we are told to, but because we want to. Self-reflection is important and I ask that you take a couple of minutes and go through the below – whether you are an employee, team leader, supervisor, or manager.

Be honest with yourself – do you demonstrate these behaviours; are there areas you could improve?

Did you know that while AKD has a legal obligation to provide a safe workplace – every individual employee also has a legal obligation? The OHS Act describes that:

1. While at work, an employee must—
 - (a) take reasonable care for his or her own health and safety; and
 - (b) take reasonable care for the health and safety of persons who may be affected by the employee's acts or omissions at a workplace; and
 - (c) co-operate with his or her employer with respect to any action taken by the employer to comply with a requirement imposed by or under this Act or the regulations.
2. While at work, an employee must not intentionally or recklessly interfere with or misuse anything provided at the workplace in the interests of health, safety, or welfare.

Should an employee be involved in a serious event and be found to have not been following the expected, known, and documented control measures, they can be held personally liable for their actions or inactions. Controls are in place to protect you – they are not optional – they are mandatory.

	 INDIVIDUAL	 LEADER	 SENIOR LEADER	 EXECUTIVE LEADER
STANDARDS	Follow the standards / rules	Ensure compliance	Set high standards	Demonstrates commitment
COMMUNICATION	Speak up	Encourage the team	Communicate openly	Motivates and encourages
RISK MANAGEMENT	Remain alert	Promote risk awareness	Confront risk	Commitment to risk reduction
ENGAGEMENT	Get involved	Involve the team	Engage the workforce	Inspires with a compelling vision



NOISE MANAGEMENT STANDARD

Noise is an ever-present part of sawmilling. It is generated at nearly every operational phase, including harvesting, debarking, sawing, chipping, planing, sorting, stacking, strapping, drying, maintenance, and moving of logs, packs or residues. High levels of noise can pose health risks, such as noise-induced hearing loss and other health issues. It can also be a source of nuisance for our neighbours when, for example, it disrupts their sleep.

To help minimise the impacts of operational noise, we released the AKD Noise Management Standard in June. The Standard provides guidance on how to measure, monitor, and mitigate noise at our sawmill sites. The Standard is not meant to be a document that sits on a shelf in SharePoint. It is meant to be a tool that informs and supports our daily operations and practices. Therefore, we are developing ways to communicate and implement the Standard in a way that is relevant and useful for our sites and operators.

The science of noise attenuation is not always straightforward. There are many factors that influence how noise travels and how it is perceived by the human ear. Some of these factors, such as weather conditions, terrain, vegetation, and distance, are largely out of our control. Others, such as the location, orientation, and design of noise sources, can be modified or improved to reduce noise levels. However, some noise reduction measures can be cost-prohibitive to implement.

Therefore, in many cases, the best way to manage noise effectively is to rely on your knowledge and experience. You are the ones who know the sources of noise that are annoying for you or potentially for our neighbours. You are the ones who can suggest practical and feasible solutions to reduce noise exposure. We look forward to working with you all to continually improve noise management across our sawmill sites. Please feel free to raise any questions or ideas you may have with your team leader and as always, use DoneSafe to report any hazards or incidents related to noise.

Many of our sawmill sites already comply with the requirements of the Noise Management Standard. Having

a company-wide Standard, and evidence of compliance with it, enhances our reputation as a responsible and proactive noise manager and sawmilling business. It also helps us to demonstrate our commitment to the health and well-being of our workers and neighbours.

However, there may be some areas where we need to improve our noise performance. The Standard is an opportunity to identify these areas systematically and prioritise actions to address them. Over the coming months, the HSE Team will be investing time and resources in supporting our sawmill sites to continuously improve our noise performance.

AKD ENVIRONMENTAL FOCUS AREAS THINK SAFE BE TOWARDS ZERO

Noise Management

'Excessive' noise can disrupt communication among workers and compromise their safety. Prolonged exposure to excessive noise can also lead to hearing loss and other health issues. Excessive operational noise can also negatively impact neighbouring residents. Failing to meet community expectations regarding reasonable noise levels can lead to complaints and conflicts. Effective noise management is therefore essential for maintaining safety standards and our social license to operate.

'Excessive' noise is defined as: noise from site operations that exceeds limits prescribed in site environmental licence; exceeds guidelines in model Work Health and Safety Regulations; or disrupts the sleep patterns of our neighbours.

Report any high-frequency reverse beepers you hear on site. All reverse beepers on site must be a low-frequency variety (e.g. duck squawker), including those fitted to contractor vehicles.

Our sawmills are subject to legislative requirements for noise emissions at workstations and site boundaries. A noise monitoring program is in place to assess compliance against these requirements.

Be on high alert for sources of nuisance noise between 10PM and 7AM. Our limits for noise are lower during these times and this is also when neighbours can be most affected by operational noise from our sites.

Please help us to maintain noise management controls on site by reporting hazards or incidents to your Team Leader, who will enter them into DoneSafe.



Australia's Biggest Morning Tea



Thank You

Together, we raised **over \$4900** for the Cancer Council by indulging in a scrumptious feast of cakes, slices, muffins, and more, baked with love and shared within our teams.



A huge thank you to everyone who contributed, whether it was through baking, donating, or simply devouring the delightful treats.

*Every dollar we raised will make an impact
for cancer support and research.*

Caboolture

Around the Grounds

SAFETY

Change is measured and experienced differently by all, whether it be a change in workplace design, SOP's or team members and structure. No matter where we are positioned in our site there has been change and a level of impact to all in the recent months.

The Drymill operations teams needs to be recognised for accepting changes and resetting standards. What we are seeing is behaviours that follow this new mindset in safety, and everyone should be commended for their hard work and discipline so far.

Shout out to everyone in the Drymill for the last eight weeks for your enthusiasm and your diligence to ensure we are working together safely. At the risk of missing some people we want to recognise Veronica Paul, Satuala Vitale, Brooke Schultz, Rawiri Khaki and their direct leaders Matt Jones and Dylan Elworthy for their contributions, persistence, and discipline to embrace these changes, seek clarification and getting things done to improve health and safety for the wider team. Your collective work efforts in JSA's, SOP's, Isolation, SLAM and Buddy have been outstanding – keep up the great work.

The Mobile Plant Champion meetings are well underway which focus on areas such as machine performance,

plant and product damage, storage and the most key issue - road conditions. With the deluge of rain since Dec 2023 our roading is in very poor state creating safety, quality, and production issues for our drivers. Mark Wood (Drymill), Dennis Gould (Site) and Craig Palmer (Greenmill) are key stakeholders that are passionate about bringing change.

Our maintenance team have been in the Greenmill with roofing repairs and replacing leaking sheets with webglass sheeting that allows more light in and insulation to reduce heat transfer in our hot summers to operators directly below. The team will work with contractors to install an array of whirly birds to assist air flow, remove raised vents and replace with webglass material to eradicate pigeon nest points.

Embracing change requires the culture of continuous improvement and learning. We are seeing more team members contributing to safety discussions which in turn is making us more resilient, and adaptable to risk with the aim of it being a lived value.

PRODUCTION

The Log Yard team has been maintaining production levels with the Greenmill for the last few months, however the wet weather this year continuing into May, impacted our



Safety Rated sheeting has been installed in the Greenmill to allow the light.



Sims Street roadway was dirt and broken up concrete in the repair stage.



Paul Ryan
Caboolture
Site Manager



Greg Levinge
Caboolture
OHS Manager

resource suppliers' access to log compartments. This has resulted in the supplier harvesting a younger resource to keep the mill flowing which has created an increase in resin build-up in various areas of the mill, especially in our Drymill, resulting in planer jams on low-grade products. Speaking with our competitors and our pellet customers locally, they are having the same issues with the resource.

While the Drymill team and maintenance have struggled with this timber they have kept moving forward looking for solutions. The Gilbert Planer is now receiving a birthday with new feed rollers on the way to overcome this challenging product.

The Greenmill have also been doing it tough since the start of the year with equipment failures impacting performance, paired with supplying enough timber to keep the CDK continuously fed. On top of multiple bag house failures at the boilers, this impacted on drymill production heavily but we are confident they can turn this around.

The Cut-In-Two/Skip-A-Lug project has added some very trying days with our teams across the board. All upgrades are difficult when handling multiple widths, thicknesses, and grades but this one has certainly added some challenges. Thanks to all the teams, especially our operational team walking multiple kilometers to clear jams.

On a really positive note, it was great to hear the feedback from our sales team that due to the sites new product mix we have been able to supply products to our customers that we weren't able to consistently service before. In addition to recognition from our customers on our service and product quality, thanks to Nathan and the team for the call-out as this is great feedback for Caboolture.

LOOKING FORWARD

With the new Skip-A-Lug now 90% fully commissioned the site is producing more studs than before, maintaining a steady supply to our valuable customers.

With this almost completed, we now have our Microtec X-Ray to be commissioned in July which will provide valuable density information to eventually replace the Metriguard Stress-grader.

The site is now preparing for the new financial year which brings new operational targets for the site. The Drymill Day Shift will move to five days to achieve the new volume and the Blueline will move to three shifts to achieve the sales budget for this volume.

Although these will present some challenges, we need to grow Caboolture's long-term log supply, to ensure our site remains competitive.



Colac & Irrewarra

Around the Grounds

SAFETY

Well, firstly a huge shout out to everyone involved in the Drymill Sorter project – another major project completed without an injury or a serious event. It was great to see everyone working together to achieve the desired result. Projects of this scale aren't successful by chance, it takes an enormous amount of planning, adapting, communication and teamwork – not just with the project team, but also from the operations team.

From a general HSE update, it is important that we continue doing the basics well – we haven't had a great run over the last few months, and it's essential that we improve.

Improving safety in the workplace goes beyond just reducing incidents—it enhances overall operational performance by boosting employee morale and engagement, minimising costs and improving efficiency.

Improving safety performance, improves operational performance AND improving operational performance, improves safety performance – they work together!

If we use the success of the Drymill project as an example of how we can improve our daily HSE performance across the site –

- Are we communicating effectively?
- Are we thinking through the task at hand?
- Are we taking the time to do the task safely and efficiently?
- Are we identifying hazards / potential issues and addressing them?
- Are we working as a team?

Small things can make a big difference. We are all proud when we hit the daily operational targets ... but do we

consider our HSE performance? We should be proud when we hit our operational targets without injury or damage to assets.

PRODUCTION

The Colac Log yard and Greenmill have had strong months across May and leading into June. A big focus has been on increasing uptime across both of these departments, the operations, maintenance and electrical teams have put in a lot of work, and we have seen a positive increase over the past three months.

For the Drymill it's been a similar story. Month on month we are seeing improvements but are still yet to achieve the uptime we had prior to the new line being installed. A big thank you to the operations team and the support teams who have been putting in a mountain of work to ensure the Drymill succeeds.

Some exciting work at the Batch kilns has seen new automated baffles installed, with more planned to be installed over the coming weeks. The kilns team have been doing a fantastic job focusing in on drying performance via a new cold test regime which is starting to show big improvements in the Drymill. Thanks to all who have been involved and for the work that has been going on in the background.

Colac, in the month of May, placed a big focus on increasing our product range creating options for our customers and increasing the speed of delivery.

In April, our site underwent a revision of our untreated finished goods pack sizes to align with national standards. This adjustment has resulted in heightened efficiency in drymill wrap and strap operations, as well as streamlining forklift movements in dispatch.

Additionally, this initiative has facilitated the standardisation of pack storage at Truganina, one of our off site warehouses. Packs of the same size originating from different states can now be stored together, enhancing storage capacity and operational efficiency.

PROJECTS

As I am writing this the Drymill is running it's first day with the additional 36 bins that were added to the existing 14 bins, taking us to 50!

A big thank you to all involved, particularly those who gave their time over the King's Birthday long weekend, to ensure the project was a success.

This upgrade allows the Drymill to recover a greater product range, improve grade yield and productivity, and reduce the number of boards going to the drop out chains to be manually stacked.



Batch kilns automated baffles installed.



Jared Pietsch
Colac Production
Manager



Toni Kirkup
National HSE
Manager & acting
Colac Health and
Safety Manager

YEAR 12 BUSINESS MANAGEMENT TOURS

We were contacted by both local secondary colleges, Colac Secondary College and Trinity College Colac, to undertake a tour of the production area and a presentation to their Year 12 Business Management students by demonstrating and explaining a number of curriculum items such as Lean Management, process flow, general business inputs and outputs, and sustainability.

Tom O'Connor, Optimisation Manager, presented to the students while Anthony Elliott, Green Quality Coordinator, and Jaskirat Marwah, Site Optimisation Coordinator, led the students through the Greenmill process, focusing on technology and the importance of accuracy throughout the process.

The tour gave the students the ability to view the production environment and provide valuable real-world examples to complement the concepts they have been learning in class. It is fantastic to see both schools reach out and select AKD as the major employer in Colac to be a part of their studies.



Tom O'Connor, Optimisation Manager, presenting.



Jaskirat Marwah, Site Optimisation Coordinator, in the Greenmill.



Colac Year 12 Business Management students.

Tumut & Gilmore

Around the Grounds

SAFETY

Firstly, we want to recognise the Gilmore team for achieving 12 months without a recordable injury. This type of achievement doesn't happen by chance, it takes a whole lot of personal responsibility, demonstration of safe behaviours and teamwork. Well done team Gilmore – let's aim to celebrate the same results this time next year!

We know that hazard and risk identification plays a key role in keeping everyone safe. Did you know there are four stages of "competence":

- **Unconscious incompetence:** you don't know what you don't know
- **Conscious incompetence:** you know you don't know how to do something
- **Conscious competence:** you understand or know how to do something you just need to work on the skill
- **Unconscious competence:** you have had so much practice that this skill becomes second nature

When we are in the '**unconscious competence**' stage, this is the time we really need to keep our minds on the task more than ever because we have a tendency to not think too much about what we are doing.



Tumut Sawdoctors Nathan Hardwick and Adam Grayland in the new HSS Sawshop.

I'll use the example:

Who's ever driven home (a route they travel on constantly) and when you arrive, you think to yourself...I don't remember driving past xxx (a landmark, a shop etc). This is '**unconscious competence**'.

When you arrive at work and start doing the task that you are '**unconscious competence**' in – this is the task that you need to switch your brain on more than ever.

PROJECTS

Horizontal Shape Saw (HSS) continues to be finalised. The 2nd RBS infeed rotation is in final stages of commissioning with more work continued on its outfeed to allow cants to roll over gently. Headrig cut over is starting to be installed with anticipation that it will be in place by July.

ESP installation has also commenced with new Hog enclosure almost completed. This project is planned to be commissioned 1st quarter of 2025.

PRODUCTION

The site is working very closely with the sales team to ensure we have the right product and coverage to meet orders, with sales demand throughout NSW being extremely tough at the moment. With winter settling in, these soft market conditions will continue. We are currently stocking up in a local undercover storage facility to have product ready to move once we come through this low demand period.

Stock balance is under control thanks to the effort of the whole site, especially the Drymill, who continue to rework any distressed or aged stock and ensure it is fit for sale. We have all seen these slow conditions in the past and it's just a waiting game to pull through. The key is to produce the right product and ensure its quality and presentation is acceptable to our customers.

We all need to ask ourselves - would we buy our wood?

It was great to have the AKD Board visit during May, who were very impressed with the HSS project and the site. It is great to see the Board spend the time coming to Tumut, recognising the efforts everyone is contributing to the business.

May and the beginning of June were again great production months. All areas of production continue to hit their respective targets safely and provided opportunities in all areas to take non-production days to allow maintenance crews to get extra time in the mill. This has advantages especially around the HSS commissioning with work on 2nd RBS infeed and Headrig transfer decks.



Rab Green
Tumut Site
Manager



Rodney Sutton
Tumut EHSR
Advisor



Service recognition milestones, left to right: Steve Owers (35 years), Tony McGrath (45 years) and Dave Shedden (35 years).

Some recent employee milestones the site celebrated were Tony McGrath for his 45 years' of service and Stephen Owers and David Shedden for their 35 years' of service. Congratulations to all and thank you for all the effort you have contributed and continue to contribute to the site and AKD.

WORK EXPERIENCE

Our Maintenance team enjoyed hosting Kayla, from Tumut High School, for 'Girls Can Too' week of work experience in the workshop as a Fitter Machinist.

Kayla had the opportunity to do repair work on Trimsaw Cylinders and ladders with the assistance of the team. She showed great interest and enthusiasm in all task set to her.



Kayla with Mitchell Greenhalgh, Debarker and Workshop Co-ordinator,

SAWDOCTOR APPRENTICES VISIT

We welcomed first-year sawdoctor apprentices from TAFE NSW Tumut to our mill for a tour and to see our cutting-edge HSS line. They had the ideal tour guide, as their TAFE instructor is David Dean, also happens to be a shift leading hand in the AKD Tumut Sawshop.

TAFE NSW Tumut is one of only two forestry training providers in Australia, giving apprentice saw doctors from across the nation the skills and experience to forge long careers in the industry.

Coming from a mix of hardwood and softwood operations, some of the apprentices saw bandsaws in action for the very first time. They were impressed by the mill and both sawshops, finding the visit highly educational and inspiring.

"They got a real insight into how automation allows a log to be segregated, separated and broken down as sawn timber without a hand touching it. There's so much demand for saw technicians right now and for a young person that likes detail and working within tight tolerances, it's a great career to get into."

BILL STUCKEY - SAW SHOP SUPERVISOR



Yarram

Around the Grounds

SAFETY

"The lazy one does not plow in winter; he will look during the harvest but find nothing."

These ancient words remind us that taking advantage of opportunities requires thoughtful pre-planning.

The Gippsland Primary Health Network recently alerted us to increased cases of Covid-19, RSV, influenza, and gastrointestinal diseases, all of which can be mitigated by simple practices like covering your mouth when sneezing or coughing, regular handwashing, and staying home when sick. In aid of this, Yarram has had over 60% participation with employees receiving an influenza vaccination.

During this time of year, we also review our site planning to evaluate what we've accomplished and identify areas for improvement.

Yarram schedules its winter maintenance shutdown to coincide with school holidays, allowing our workers to spend time with their families. It's important to consider mental health alongside physical health, providing an opportunity to recharge and plan family activities.

Around the site, various crews are implementing changes to improve work areas. We recently installed cameras and screens at both ends of our treatment tube to enhance visibility of people in the path of moving trolleys. This, combined with better controls for trolley movement, has made the area safer.

We are also in the initial stages of developing an induction video for log truck drivers. With the recent visit from Andy Forssman of Roseneath Creative, we've captured drone footage which will be accompanied with dialogue to simplify and improve the induction process of new drivers.

DUAL TRADE JUSTIN

Congratulations go out to Justin Barron who has recently completed his second trade apprenticeship with AKD. Justin completed his Fabrication Apprenticeship in 2022 and has gone on to compliment this with a Fitting and Turning qualification as well.

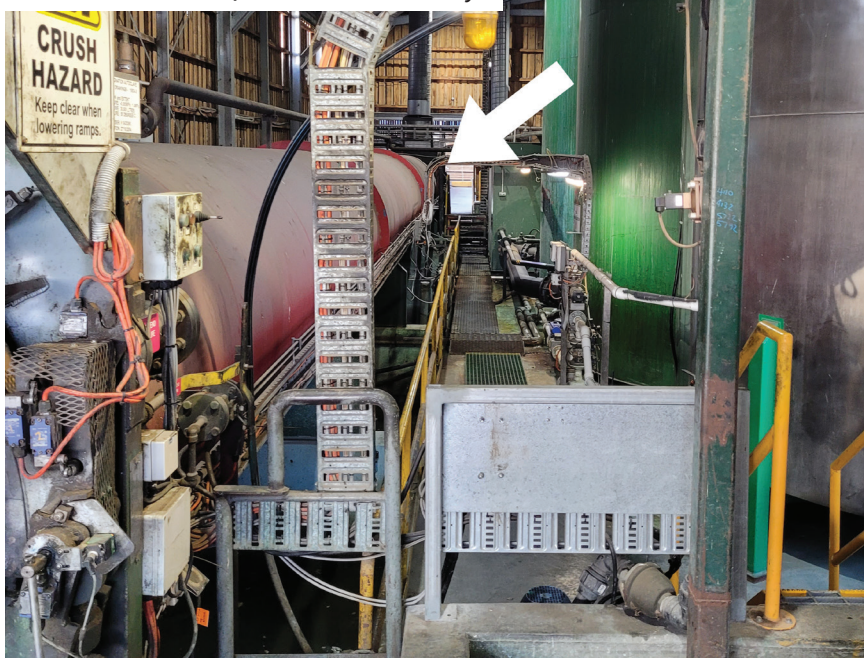


Justin Barron

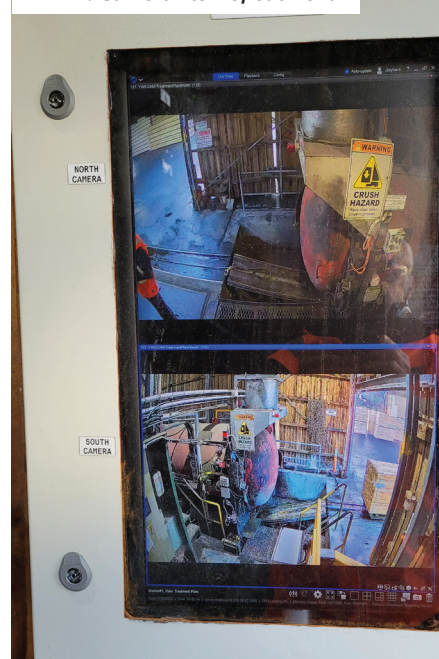
Justin is the first, but hopefully not the last, at the Yarram site to become dual trade. On a small site like Yarram, the skill that Justin can now bring, really gives us the ability to handle a lot more of the jobs in house that previously we have been so reliant on contractors for.

Over the last couple of months, we also had our Maintenance Manager Rob take some well-deserved time off and Justin stepped up into this role without a moment's hesitation. Awesome effort Justin!

BEFORE: Normal view from some distance away



AFTER: Camera view of each end





Glen Davis

Yarram Site
Manager



Graham Clarke

Yarram EHSR
Advisor

PRODUCTION

Despite the challenging market, we have seen excellent results from our production units at Yarram. The flexibility in our product mix and the can-do attitude of our employees have been crucial to this success.

I want to acknowledge the significant assistance we've received from Rab Green, Paul Dow, and Frank Jesup from the Tumut site over the past few months. Their support in accommodating some of Yarram's products has been invaluable in managing inventory levels.

HR HUB

The Yarram site took another step with AKD's HR Hub this month as we introduced the Recruitment module. As the first site in the business to roll out this new HR information system.

Supported by Michael Swanson, Colac's HR Manager, our team began to take advantage of the new system which now captures the new employee requisition, advertising, interviews, right through to onboarding. It is a substantial improvement for AKD!

SAYING GOODBYE TO ED BURGESS WITH THE BIGGEST MORNING TEA

Something that impacts a lot of us is Cancer and the statistics tell us that 1 in 2 people will be diagnosed with some type of cancer over their life.

Some time ago I wrote about a Drymill employee Ed Burgess who had been battling cancer for several years and who eventually had to stop working due to the progression of the disease.

Unfortunately, Ed lost his battle with cancer recently and our thoughts go out to his wife Kylie and young daughters in this difficult time.

I think Ed's passing made the Biggest Morning Tea even more relevant for the staff at Yarram as we came together to raise money and awareness for the Cancer Council of Australia.

Once again, our Leadership team put on their aprons and cooked up something special for the troops. We ended up with an abundance of delicious food that well and truly did the name of the day justice.

Special thanks to Crystal Lewis who did the organising and setup for the day and thank to all our employees for supporting such a good cause

Remembering Ed Burgess

WRITTEN BY JULIAN HAY
Friend and Manager of Ed



I first met Ed when I interviewed him for a position as a mill hand back in 2018. Imagine my surprise when he entered the office wearing a suit, a tie and the most polished black shoes I have ever seen, he looked like he was applying to be a banker - he was that smart looking and of course got the job.

Over the next five years, Ed became a valuable part of the Drymill team, operating the forklifts and working with various work centres.

A routine weekly chat was me and Ed, joking with each other about how the Richmond Tigers were traveling in the AFL - a team he was a keen supporter of.

Throughout Ed's time battling with cancer, receiving treatment and the toll it had on him, Ed's positive attitude and lack of complaining about his condition really stood out for me. When you think you have it bad, try spending a day in his shoes.

I stayed in touch with Ed after he finished at AKD and was fortunate to spend some time with him a few days before he passed away.

A comment he made to me at the time was the importance of looking after your health, if there is a recommendation to follow up on your results, make sure you do, don't ignore it.

Portland Pine



Daryl Hann
General
Manager
Portland Pine

Over the last couple of months Portland Pine have been focused on training across the site with multiple employees attending TAFE for Chainsaw Use training, loader training and HSR training. We have also engaged with a Mount Gambier company for training employees on the use of the Site Forwarder. So far, the training has been excellent for all employees and it's great to see the skills now in use on site.

We've also had visits from Mick Ritchie, Colac H&S Coordinator, and Kirsty Stuart, Colac HSE Manager, with DoneSafe training session with the safety committee which was fantastic for the team.

With no major incidents or hazards occurring over the past months we have been able to focus on making improvements around the yards with the shed clean-ups, maintenance on old machinery to get it running again, and replacing some sections of the old timber fencing around the site as some of this fencing is well over 30 years old. The new fencing looks fantastic well done to Greg and Billy and the team who got this completed.

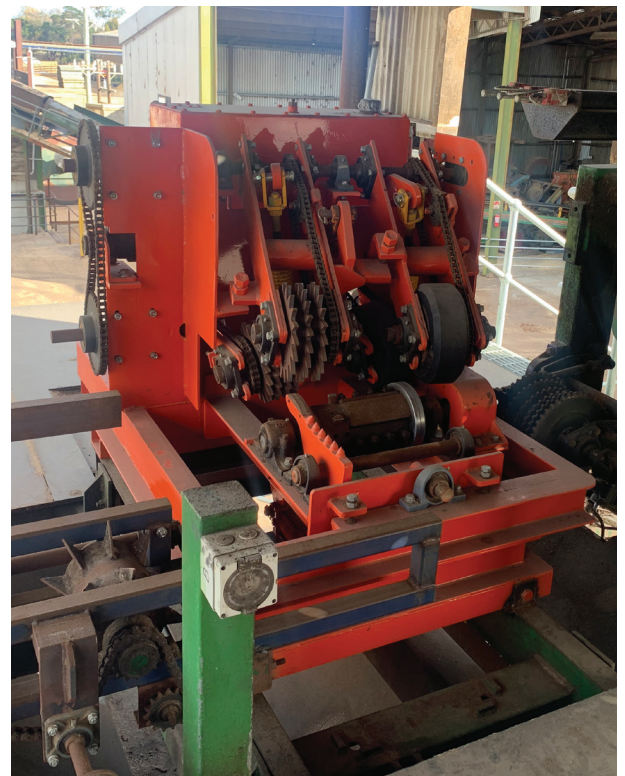
With the wine tariffs in China being lifted, we are seeing sales of our Cambio poles increasing significantly as Australian Vineyards ramp up their operations.

The site has multiple small projects underway, including the concrete in the middle yard being updated in sections, another small Beznar machine is currently being stripped in the workshop and will be placed into operation in the coming months. Three years ago, the site installed a debarker machine to process small logs for the peelers. This machine is now being converted into a peeler to improve efficiency and reduce manual handling.

We had Shane Vicary and Brent Guild for a site visit in June. They spent the day walking around site and mingling with employees. We concluded the day with a BBQ to celebrate a safe and successful couple of months and significantly increased sales during that time.



New fencing onsite.



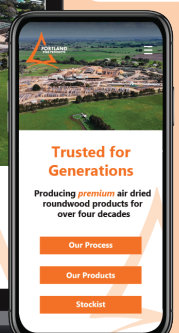
New Peeling Head for the Debarker.

Portland Pine's new website is now live!

We've given it a major facelift and added a bunch of cool new features that we know our customers are going to love.

- Showcase of our extensive range in Our Products.
- Store Locator to find the closest Portland Pine stockist.
- Behind the scenes look at Our Process.
- Downloads available including Brochures and Tech Notes.

Scan the QR code and check it out!



www.portlandpine.com.au

Happy Retirement

John Browne

COLAC SITE MANAGER

written by Shane Vicary, CEO.

I think it was 2013 when I got the opportunity to interview a bloke who arrived at AKD directly from the bush. I had no idea that Hillbillies existed in Australia. Apparently Myrtleford is sufficiently isolated that all types of people live there. This bloke arrived to a job interview wearing a singlet, short shorts and walking socks with Croc's – before they were cool or even invented. I was told as a kid "don't judge a book by its cover, and you shouldn't judge a person by first impression" – in this case it was bloody hard not to.

A big infectious laugh and a desire to share a story made that interview a success and in a lots of ways defined John's next 11 years at AKD.

John arrived at the big smoke of Colac with an impressive resume, an extensive career at the Myrtleford site where he started in the Greenmill and progressed through a Saw Doctors trade to become Production Manager and then Site Manager covering both the sawmill and then the transition to the site becoming a Plywood facility.

John started at AKD as the Ops Manager in 2013 and progressed to Colac Site Manager and a stint as General Manager of Post and Poles before returning to the Colac site to help with the 2023 Drymill project, before returning as Site Manager.

When John returned to Colac for his second stint, he reminded me of his intention to retire in 2024 and desire to become a 'Grey Nomad' with his wife Karen and spend more time at Peterborough.

It can be conflicting to see someone retire from a business as you are both sad that they are leaving but you are also happy that they are moving onto the next stage of their life, that they have worked hard to achieve.

I have lots of stories of John as we worked together through alot of great changes at AKD. As a company when he joined we were starting a big growth surge as we were too small and not big enough to compete with the Mount Gambier mills, or be a relevant supplier to larger customers. Our cost base was too high to be competitive.

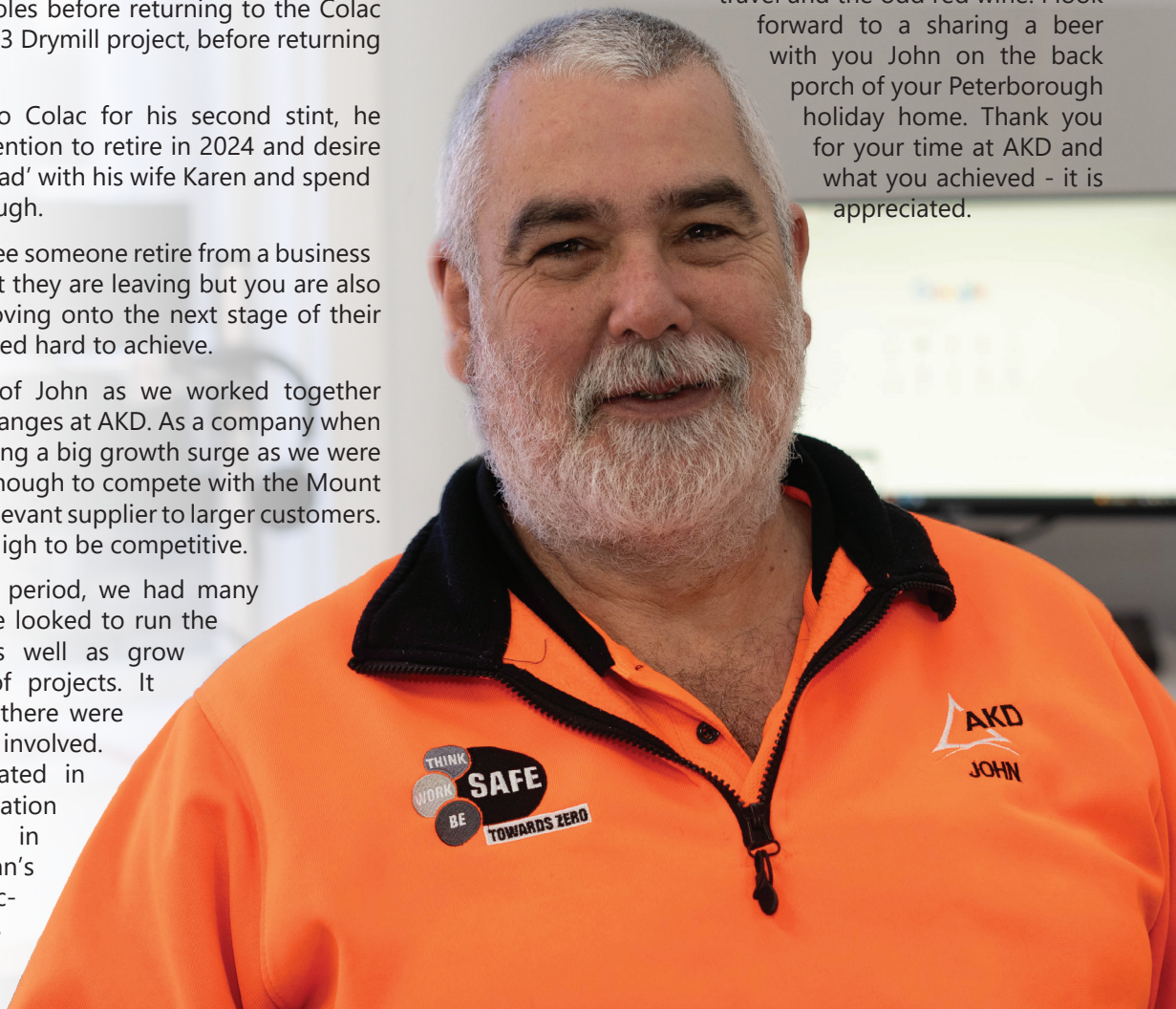
So through a 5-6 year period, we had many challenging times as we looked to run the sawmilling business as well as grow aggressively via lots of projects. It was a team effort and there were many employees involved. Those projects culminated in the successful installation of the USNR sawline in 2017/18. During John's tenure, the Colac-Irrewarra operations

more than doubled in size.

Like all decision makers in a business, you are judged by the decisions you have to make. It is easy to sit on the fence, it is harder to be the person who needs to be accountable for the decisions that are made. John never backed away from his responsibly to make decisions and then to be accountable for the decisions he had made.

There is a lot of people at AKD that he strongly advocated for through the years and he was passionate about providing opportunities for talented people or those who showed the right attitude or aptitude. We have seen their careers develop and grow without John trying to take credit for their success. He cared about individuals, about the collective, and about improving AKD overall. John did a great job with EBA negotiations as he always sought to arrive at outcomes that were fair and balanced for everyone.

I would like to thank John and Karen, and recognise John's service and commitment to AKD. I am personally really appreciative of the time I got to work with John and his contribution to the business. I truly hope he gets to enjoy a long and exciting retirement full of laughter, travel and the odd red wine. I look forward to a sharing a beer with you John on the back porch of your Peterborough holiday home. Thank you for your time at AKD and what you achieved - it is appreciated.



Congratulations

ON YOUR AUSTRALIAN CITIZENSHIP

Kavitha Ponneelan - Business Analyst, Finance

Leaving behind the bustling streets of India, where every corner tells a story of diverse culture, rich heritage, and vibrant flavours, I embarked on a journey with my husband Neel to Australia in 2017. Colac, a quaint country town not only offered a new address but a newfound sense of belonging that transcended borders. Joining AKD shortly after my arrival, I found solace and support in its warm and inclusive workplace culture.

Becoming an Australian citizen wasn't merely a bureaucratic process - every step of this journey has been deeply personal, marked by moments of longing for my family and friends, and other familiarities of India. It meant embracing a new identity while holding

close the values I carry from my homeland. Now, with my citizenship, the world feels more accessible with the freedom to explore numerous countries visa-free and the assurance of Consulate protection providing a safety net.

Australia's laid-back lifestyle and friendly locals have captured my heart. From the breathtaking landscapes to the simple joys of barbecues and beach days, every aspect of Australian life resonates with me. I am filled with love and gratitude for this land and its people. I am committed to nurturing community bonds and contributing to the vibrant blend of cultures that make Australia so special.



Kavitha and daughter Pirai



Kavitha's finance team joined in on the celebration with at her Australian Citizen ceremony.

"Becoming an Australian citizen fills me with profound gratitude and joy. I'm deeply thankful to my family and friends, the AKD family, and the community for their unwavering support. Australia has already become my home, and I'm excited to fully integrate into its vibrant tapestry. Aussie Aussie, Oi! Oi! Oi!"

Kavitha Ponneelan
BUSINESS ANALYST, FINANCE

Rotary Youth Leadership Awards

with Dylan Baulch
Colac's Drymill
afternoon shift 2IC



Rotary Youth Leadership Awards (RYLA) is an intensive leadership experience organized by Rotary Clubs across Southwest Victoria and the southeastern corner of South Australia. Participants develop their skills as leaders through presentations, activities, and workshops covering various topics. The Colac West Rotary Club reached out to AKD with this opportunity and we nominated Dylan Baulch, Colac's Drymill afternoon shift 2IC, who shared his experience.

"I was lucky enough to be nominated by Michael Swanson, Colac HR Manager, and sponsored by the Colac West Rotary Club to be a part of RYLA, which was held at Kangaroobie Camp in Princetown for six days.

We met up on Sunday afternoon at the Cobden Miniature Railway and Minigolf with 25 'RYLArians' from across Southwest Victoria and the southeastern corner of South Australia. We were split into smaller groups, where we got to interact and get to know each other as a team during a train ride and rounds of minigolf.

We then headed to Kangaroobie, where we were introduced to the leadership team who ran the camp over the next five days. The team was amazing, incredibly helpful, and supportive. This was a relief, as not knowing what RYLA consisted of and what we were in store for was a bit nerve-racking but also exciting.

Our group went through some very insightful, motivational, and challenging activities, including learning about different leadership styles, the top qualities of a leader, team-building activities, personal values, and attributes, attitudes, beliefs, and values. It was a lot to take in for just the second day.

The following days consisted of sessions about goal



Dylan, right, with other 'RYLArian'

setting, what motivates us, values and goals, leading from within, labels, the barriers we face, and making a difference and change.

On the final night, the 26 'RYLArians' presented their learnings, which included some individual performances and a group song to representatives from the sponsoring Rotary Clubs.

The experience I had at RYLA, through the lessons and connections made, is something I will never forget. I've also made some lifelong 'RYLArian' friends. If ever given the opportunity to attend RYLA, I would highly recommend it."

PC for Kids

As part of AKD's ongoing efforts to give back to our local communities, AKD's National IT team donated old/used PC's, laptops and tablets to 'PC for Kids' who repurpose these items for underprivileged children and families providing access to vital technology for learning. If items cannot be refurbished, they are sold or recycled and funds are put back into primary schools. This initiative was started at AKD in 2021 and to date, hundreds of used computers plus other electronic devices have been donated from employees.



IT team: Eddy Annurak, Paul Maderal, Derryn Balogh, Matthew Benson, Jonathan Hill, Stephen Pefanis, Kyle Edwards and David Purcell.

Graduates Journey

Every year, we open opportunities for recent graduates to apply for AKD's graduate program and since launching in 2022, we have had 11 graduates enter the program. So far, we have had graduates be part of placements in Production, Optimisation, Quality, Supply Chain, Continuous Improvement, Maintenance, Projects, Forestry and Engineering.

with Gen Ryan
Talent Attraction and
Development Manager



Dylan Chistiakoff, Graduate Supply Chain Analyst based in North Lakes, and Jack McCallum, Graduate Mechanical Engineer based in Caboolture, share how their journey and learning has gone so far as they embark on their first 12 months in the program.

Jack McCallum Graduate Mechanical Engineer

I am currently working within the continuous improvement space as a mechanical engineer. I've been in this role

for roughly eight months primarily focussed on Greenmill improvement and member of the Caboolture CI team with James Roby, Automation and Instrument Technician.

Recently we have started to tackle Drymill improvements post upgrade, - namely with our machine vision skew detection system.

This project revolves around upgrading the mill to Cognex vision technology which will detect skewed boards and make intelligent decisions on the fly with what to do with them - stop ASAP, run into 1st bin, ignore completely, etc.

Working with the operations and maintenance team allows us to see problems from the "other side of the fence" and work on what's bothering the team most. This project stemmed from the production floor regarding their frustrations over increased sorter jams due to slow PE based skew detection.

A key takeaway from my position has been to always encourage feedback on a project. From the beginning of CI, we have always asked for feedback from operators. Often, they will raise ways to further improve the system that we might have initially glossed over, as they're the ones using it day in, day out. Spending half a day adjusting timings and controls will often mean a world of difference to those dealing with the constant frustrations.

Any improvement I can make that also improves an operator's daily task is a major success in my books.

As I come to the end of my graduate program, I am looking forward to bringing more technology into the mill and the improvements it will bring.



Dylan Chistiakoff Graduate Supply Chain Analyst

As a recent graduate who has chosen the path as a supply chain analyst in timber manufacturing, operational experience has never become more vital. The textbook can't teach everything!

I was given the opportunity to spend some time in the Caboolture sawmill to fully grasp what the product is and how it is created. I spent two weeks in the Greenmill where I experienced several processes - under supervision of course. This included using the bins Ahlstrom, Twinband saw, the sorter, the grading deck, stacker and time observing in the Quad cabin.

It has been an educating experience, working with the experienced supervisors and watching the team dynamics. Each operator is incredibly supportive for their team, even when mistakes are made.

The greatest key learnings that I have discovered so far are:

- the many ways that the Caboolture sawmill can be run. Because it's less automated than the other AKD mills, it allows more opportunity for flexibility in regard to how it can be run day-to-day.*
- the importance of fluidity. In order to run efficiently, each machine must be running at a fixed speed to match the other machines. If the quad is moving too quickly, the sorter will struggle to keep up. If the sorter struggles, the bins get full quickly. Issues like this can also lead to machine errors and possibly large downtime.*

I am incredibly excited to enter the Drymill and continue learning all that Caboolture has to offer. My hope is that by the end of this placement, I will have the experience that will deepen my sawmilling understanding and apply it to how timber supply chain works.



35

Dave Shedden

YEARS AT TUMUT

Tell us about your journey at AKD.

I started back in 1989 at the Gilmore site on the old stacker manually placing cleats in timber rows until the new stacker was built in 1990 and was connected to the Greenmill where cleat cartridges were introduced.

After one year operating the forklift in Gilmore, I transferred into the Tumut sawmill and onto the 16-ton greenmill forklift where I worked for the next six years.

In 1998, I was offered a new role as Quality Control, which was a big change from driving forklifts, with some days reaching over 25,000 steps. Back then we only used tape measures and vernier callipers which are a bit different to today's standards with lasers and software.

I have always taken an easy-going approach when mentoring/teaching others but made sure, at the end of the day, the quality and safety standards are always high.

I was involved with safety a long time ago, when it was called SBI - Save Behaviour Involvement, this is where my teaching ethic comes from. I am also a member of the Tumut Social club and union.

What is your favorite part of your job? Interacting with all different characters that work onsite.

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

Spending time with friends and family. I have been semi-retired in cricket for around 12 months but think I will be back into it next season, due to number of our current players retiring. Really trying to keep the club going until they find younger blood to take on the challenge.

What's your guilty pleasure TV show? Air Crash Investigation.

When you were a kid, what did you want to be when you grew up? I wanted to be a truck driver.

What is on your bucket list? To take my wife to Ireland.

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

I went to the Rupaul drag queen show in Las Vegas and he interviewed me in front of the crowd, I was very nervous, but I think he went for me because I had all my Rabbitohs gear on.

"I have worked with Dave for over 30 years as a workmate, shift leader and Manager. I have found Dave to be a great employee, he is always on time, has a great knowledge of the greenmill process as well as having a great sense of humour (and has a good monkey call). Anyone can see that Dave takes pride in his workplace and respects his fellow work mates. Congratulations Dave on 35 years' service."

Scott Gorman - GREENMILL MANAGER

"It's a real pleasure to work with (Dave), known as Shed, cannot speak highly enough of him, great bloke! Fabulous person inside and out. Congrats on 35 years of service."

Brett McNally
GREENMILL LEADING
HAND

30

Chris Bridgeman

YEARS AT PORTLAND

Tell us about your journey at AKD.

I began my journey at Portland Pine in 1994, working on the outfeed of the original Cambio Debarker, handling Cambio with 4/5 diameter and 3-meter length posts. My next role was on Peeler 1, where I learned to operate the peeler manually, without a cabin. At that time, we worked an eight hour shift, five days a week.

As a Key Operator for about 20 years, I had the opportunity to train and mentor new employees. After spending some time on the night shift, I advanced to a leading hand role and served as a relief loader operator.

I transitioned to pole peeling and became the principal pole peeler operator. In this role, I handled poles over seven meters long and with diameters exceeding 300mm, docking them with a handheld chainsaw to remove defects.

Later, I moved to the old Debarker where I took on a leading and mentoring role, training new employees in our stringent grading techniques and processes.

Throughout my 30 years at Portland Pine, I have witnessed many people come and go - some were quite eccentric, but others have become lifelong friends. I enjoy working for AKD, meeting new employees, and training them to meet our standards.

What is your Favorite part of your job?

Doing something different every day.

What has been a standout moment your time at AKD?

When co-worker and good mate Bruce fell neck deep into a drain and went for a swim around the corner from Peeler 1 - It made my day!

What are you currently looking forward/excited about?

Retirement.

What's your guilty pleasure TV show?

Custom garage.

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

I have an original panel van I like to show, with my mate 'Mutchy' who also comes along and shows his Belmont Mockup Panel van.

"Bridgy is the most welcoming person I have ever worked with. He is the first person to introduce and help any and every new employee who walks in the door. If anybody needs help or assistance, he's always there to lend a hand at work and off site. If all employees had Bridgy's attitude and dedication we'd be all better off as a company - Lumber Legend."

Chris Spencer
PRODUCTION EMPLOYEE



"It's always a laugh to spend the day working with Bridgy. He's like a big clown, he's always full of beans and makes the day very interesting and fly by every time. Don't change the way you are - Lumber Legend."

Bruce Scott
FORKLIFT OPERATOR

30 Simon Scott YEARS AT COLAC

Tell us about your journey at AKD.

I started at AKD in 1994 on the dry grading chain. After a couple of years I moved over the road to work on the old moulders and docking saws.

I spent a short while in the old green mill before I moved into the new green mill where I remained for several years before transferring into the kilns around 2006.

Over the years I have taken on leading hand roles, and assisted in various roles throughout the mill, including at Irrewarra. There is not much I haven't seen or done at AKD.

What is your favourite part of your job?

Problem solving and finding solutions outside the box.

What has been a standout moment your time at AKD?

Being inducted into the lumber legends and the 50 year celebration.

What are you currently looking forward/excited about?

Holidays and trips with my family, and putting a big tuna in my new boat 'Geronimo'.

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

Anything outdoors, especially diving, fishing, camping, hunting, gold prospecting.

What is on your bucket list?

Find a 1 oz gold nugget.

If you're stranded on an island, what one item would you have with you?

I would have to take my best mate Renee cause she would bring a bottle of rum and keep life interesting.

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

I was the Victorian Kyokushin Karate heavy weight champion in 2014.



Scotty's Brown Trout catch in the Eucumbene River, Denison, NSW.

"I've been working with Scotty for a couple of years now and he is a great team member with a wealth of experience. Nothing's too much trouble for Scotty, he'll help out whenever called upon. Congratulations Scotty, Great Effort, looking forward to doing another one of these at 40 years."

Daryl Lawrence
KILNS SUPERVISOR

"Congratulations Scotty on 30 years, fantastic effort. Thanks for always helping to find a solution to a problem, your wealth of knowledge and dedication can't be faulted."

Jared Pietsch
PRODUCTION MANAGER



Simon's family: Dakoda, Johanna, Scotty, Renee, Olivia and Edan in front.

20 Ian Williams YEARS AT CABOOLTURE

I started my journey with what would become AKD Caboolture back in June 2004, when I started as an Account Manager for Pine Solutions. I had a long relationship with them as a supplier previously, and the timing was perfect for my now growing family.

Whilst with Pine Solutions I took on the role of Frame and Truss Segment Manager, which I have continued to do in various roles though Pine Solutions, CHH and now with AKD. It's a role I have enjoyed as I get to interact with all the people involved in the process, from our sawmills to our frame and truss customers and occasionally to the builders themselves.

I feel a sense of pride, not only for myself but for all the AKD team, when I see our timber being used as the core of a family's new home.

Plenty of things have changed over the years, in the way our products are sold, the machinery our customers use, but the big change has only happened in recent years and that's been the focus on safety in our customers' yards.

Some of my highlights at AKD so far have been, working with some fantastic teams, both in sales and production enjoying a stint as acting Queensland Sales Manager during Covid - This also included the challenging time of no production for a long period of time at Caboolture due to fire damage.

When I'm not at work, I get to enjoy life with Kylie, who I have been married to for 32 years, and have two grown boys, both who are currently based with their partners in Brisbane.

Martial Arts has been a big part of my life. I've studied and taught traditional Tae Kwon Do for 30 years, and have since retired from that and have moved onto studying Goshu-Ryu Aki Jujutsu (a form of Yoshinkan Aikido), Shinto Muso Ryu Jojutso and Kasumi Shinto Ryu Kenjutsu for the last five years. I was fortunate enough to attend a seminar last year at the Butokuden, one of Japan's oldest dojos.



Ian, right, at the seminar in Butokuden, Japan.

"Congratulations Ian on reaching 20 years of service. Thank you for all your help - you are always willing to help and answer any question I have. You have made a huge impact on my first 2 years in the Timber Industry. Thank you"

Ashlea George
INTERNAL SALES QLD

"Ian is a great teammate. He is a wealth of knowledge and always willing to help. He is the QLD sales teams Mr. Reliable"

Nathan Calder
QLD SALES MANAGER

"I have worked with Ian for close to 20 years and would consider him to be one of the nicest guys in the industry. He has an unparalleled depth of knowledge when it comes to the QLD market and has been a fantastic workmate and friend for many years. Thanks Ian here is to 20 more."

David Hewitt
ACCOUNT MANAGER QLD



Ashlea George and Ian at the Langs Trade Breakie.

15 Melissa Stevens YEARS AT COLAC

Mel began her journey with AKD in 2008 as a trainee in the Colac dispatch team. After two years in administration, Mel transitioned to the drymill leveraging her TimberSmart skills to support the team at the wrapping line in adopting the new system and addressing label issues.

Along the way, she gained experience in timber sizes, grades, and inventory management. Over the span of the next decade, Mel's responsibilities at the mill expanded into pack management of the drymill infeed and both drymill and greenmill outfeeds, to the position we now know as Colac Stock Control.

During the 2019 market shift, when aged stock had increased to unprecedented heights, Mel transitioned into site stock management. Her efforts were instrumental in assisting the dispatch team with locating, loading, and managing our finished goods aged stock volumes. This led her back to the dispatch team, where she assumed the role of dispatch administrator, integrating her expertise in stock control and dispatch operations.

In a testament to her capabilities, Mel moved up to the position of Dispatch Dayshift Supervisor, a role she has excelled in since. One of the most rewarding aspects of her position is the strong relationships she has built here at AKD, in particular with the dispatch forklift and truck drivers.

Mel extends her heartfelt gratitude to the members of our Colac site and our carriers, for their support provided to her and her family during the tough times of the past 12 months.

Outside of the AKD gates, Mel enjoys spending time with family, namely her two grandchildren and two sons Ryan and Josh. The family are looking forward to Ryan and partner Hana's Wedding next year.



Mel with her sons Ryan, left, holding Oliver, and son Josh, holding Brooklyn.

"Congratulations on your remarkable milestone of 15 years at AKD Mel! 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."

Simeon Oborn
SUPPLY CHAIN
MANAGER

"Congratulations Mel on your 15yrs! It's a wonderful milestone and one you should be very proud of. You are always willing to offer help whenever it is needed and are respected by all of our freight sub-contractors and drivers. Your daily contributions to the dispatch department are very much appreciated."

Rachel Scilley
NATIONAL FREIGHT AND
LOGISTICS MANAGER

15 Stephen Pefanis YEARS AT COLAC

Stephen started with AKD in 2009 as a systems administrator. He was considered the first full-time IT person at AKD, stepping into the role just as the company was building up its IT technologies including Timbersmart.

Due to rapid growth in the early years, this paved the way for a transformative IT journey for both AKD and Stephen personally. Stephen's contribution has included a wide range of vital systems and processes that have shaped the IT landscape at AKD.

Recently, Stephen took on a new role as Technology Manager in IT, leading a team which focused on innovations and solution architecture that helps to shape the digital landscape of AKD into the future.

Beyond the professional realm, Stephen cherishes the time spent with his wife, Rachel and four lovely children. He is also very passionate on woodworking and creating things which shines through in both machine and handcrafted projects.

Additionally, he dedicates time to volunteering with the Colac SES Unit assisting with road rescues and storm responses and has received multiple awards for his outstanding achievements and dedication to his unit.



Stephen's family: Tommy, wife Racheal, Nora, Lewi and Stavros.

"Stephen's contribution to AKD's success has been invaluable. Loyal, intelligent, passionate, kind, and sincere are just a few words that help describe the person he is. It's been fantastic working alongside Steve. His meticulous attention to detail and love of his work, makes him a truly great employee and friend. Well done mate!"

Brady Wicks
AUTOMATION AND ELECTRICAL
MANAGER

"Stephen's dedication and innovative spirit have been a driving force behind our team's success. His ability to navigate complex challenges with a positive attitude and a focus on solutions has inspired us all. As we celebrate his 15 years with the company, we are grateful for his unwavering commitment and look forward to many more years of collaboration and growth."

Eddy Chong
GROUP IT MANAGER



10 Shaun O'Connell YEARS AT TUMUT

Tell us about your journey at AKD.

I first worked at AKD as a Tradesmen when I completed my apprenticeship and after learning a lot from my mentor, Matt Peachy, I joined the AKD team and have since worked with some of the best fitters around. I wouldn't be half the tradesman I am without the help from them all.

What is your favorite part of your job?

Have worked in all sections but mostly have enjoyed the Greenmill thanks to one operator named Scott (Magoo) McVean.

What has been a standout moment your time at AKD?

Getting to this 10yr milestone and all the knowledge I've received along the way.

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

Love to spend time with my wife and two kids. Fishing and camping and watching the young fella play footy. Also like to ride my mate Haydo's horse named 'Spirit' on his ranch.

What's your guilty pleasure TV show?

MAFS and Home and Away.

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

Always wanted to be a professional wrestler. WWE. Rey Mysterio was my idol.

If you're stranded on an island, what one item would you have with you?

Chocolate Milk and a loaf of bread.

"Shaun is a real asset to the Tumut Maintenance team and has been an absolute pleasure to work with for the last 10 years. His best quality is his beautiful long hair."

Mitch Greenhalgh
WORKSHOP CO-ORDINATOR

"Where do I start with telling you about Shaun. AKA 'Great Long Hair'. He's a man of many words when it comes to conversations and 'Last but not least' is one of his common sayings. Shaun's a good worker, when he isn't stirring Mitchell Piper up, but I think they're as bad as each other."

Scott (Magoo) McVean
GREENMILL LEADING
HAND

Shaun, Mahala, Maisy and Eddy.



THE
SPLINTER

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

Scan QR or contact your site *Splinter* representative to share your idea.

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Scan to Share



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



**CAMERON
CRADDOCK-OPPY**
GREENMILL - YARRAM



**CHARLOTTE-MAREE
MOORE**
GREENMILL - CABOOLTURE



CHRIS HUGYECZ
DRYMILL
COLAC



COOPER BOYES
DRYMILL
COLAC



DARREN REYNOLDS
MAINTENANCE
CABOOLTURE



ETHAN COVERDALE
DRYMILL
COLAC



FINTAN HORNER
DISPATCH
COLAC



GREG MASON
DRYMILL
COLAC



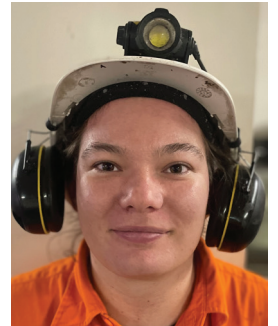
HUGH BROWNE
MAINTENANCE
COLAC



KANE VICKERY
GREENMILL
YARRAM



**LEONARDO SANCHEZ
COVARRUBIAS**
FORESTRY - COLAC



LILY ROBINSON
GREENMILL
CABOOLTURE



LUCIANO CRISCUOLO
DRYMILL
COLAC



LUKE STEVENS
DRYMILL
COLAC



PETER GEORGE
DRYMILL
COLAC



RYAN TURESSON
GREENMILL
CABOOLTURE



STEPHEN TAYLOR
DRYMILL
CABOOLTURE



BABIES



Rubee Anne Sanbrook

Born: 27/06/2024 Parents: **Courtney Power**
 Weight: 6.3lb & **James Sanbrook**
 Site: Tumut Dept: Kilns & 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
Tony McGrath	45	DISPATCH	TUM
David Shedden	35	GREENMILL	TUM
Stephen Owers	35	PACKSAW	TUM
Chris Bridgeman	30	POST & PEELER	PPP
Simon Scott	30	KILNS	COL
Ian Williams	20	SALES	CAB
Melissa Stevens	15	DISPATCH	COL
Ryan Kelly	15	SALES	TUG
Stephen Pefanis	15	NATIONAL I.T.	COL
Kaya Lesniak	10	DISPATCH	CAB
Mark Johns	10	DRYMILL	TUM
Shaun O'Connell	10	MAINTENANCE	TUM
Terry Baulch	10	MAINTENANCE	COL
Alexander Stuart	5	MAINTENANCE	TUM
Brooke Schultz	5	DRYMILL	CAB
Daryl Hann	5	SITE MANAGER	PPP
Jarrold Evans	5	MAINTENANCE	COL

Legend, need a hand?

If you've been struggling with your mental health and don't know what to say, just reach out and say hi and our counsellors will take it from there.



Text or Call
 Whether you would like to talk on the phone or find it easier to text, we can do both.



Match Up
 Match up with a counsellor that best suits your needs and talk to the same counsellor each time.



Free and Confidential
 There are no costs involved - TIACS is free and you can remain completely anonymous.



We Care
 We care about your experience and ensuring that you receive the highest quality care.

Call or text us to speak with a counsellor.

Monday to Friday
 8am-10pm AEST

0488 846 988

What you're about to read is uncomfortable.

Wayne is a 50-something Dad. His son Mackenzie (Mac) is 16 years old, and obsessed with footy, cricket and getting his L-plates. The trouble began when Mac befriended a girl on Snapchat who was friends with some of his friends.

"Hi Sweetie, what do you do?" she wrote.

Mac told her that he was the captain of his footy team and that he liked to work out. She told him he looked like he had great abs, and then sent him a photo of her breasts. Mac responded by sending a nude photo ... but without his head in the shot.

She returned the favour, sending him a nude photo ... also without her head in the shot. And after a few more minutes of flirting, they both sent nude photos of themselves with their heads in shot.

Then Mac's phone rang. On the other end of the line was a middle-aged man: "I've got your photo, and I've hacked your Snapchat. Mac, you are going to put \$500 into this bank account in five minutes, or I will send it to all your contacts." "I'm counting", he barked, then hung up. Mac immediately transferred \$500 to the man's bank account.

And then Mac's phone rang again. "Mac, I've got your \$500. But now I want another \$500. And if you don't pay me another \$500, you're going to be embarrassed. Your parents will hate you, and you'll want to kill yourself", he snarled before hanging up.

And then Mac did what you would want every single kid to do in this situation: He walked out of his room, found his old man, and tearfully said, "Dad I've made a big mistake".

And Wayne did what every single parent should do in this situation; he lovingly put his arms around his son and said "Mate, you've done nothing wrong. You are the victim here. Everything is going to be all right."

And then Mac's phone rang ... again. Wayne grabbed the phone and, quick as a flash, made something up: "This is Senior Sergeant Holdsworth from the Mornington Police. STAY AWAY FROM MY BOY!"

The scammer listened, breathing down the line, and then coolly replied: "I don't care about you or your son. You can both die." And to prove it, he sent the photos to all of Mac's friends on Snapchat.

Now Mac was forced to live with the consequences of his actions - which began at footy training the next night. Thankfully, his coach turned it into an educational session for the boys on the dangers of sending explicit photos.

The next few months were understandably rough for Mac. Yet, at dinner one night, Mac was back to his old self, joking with his sister and laughing at Wayne's dad-jokes. Things had turned the corner, Wayne thought. As Mac went off to bed that night he told his old man that he was excited to put on his L-plates in the morning.

And then Mac went to his room and killed himself.

The next morning, Wayne opened Mac's door and found him dead. He sat there with his son, now cold and lifeless - and his entire world fell apart.

The next few weeks were a blur of heartache and uncontrollable, throbbing pain. Mac's funeral was huge - packed to the rafters. After a lifetime of community service and sport, people came from out of the woodwork to give Wayne and his family their heartfelt commiserations.

And then everyone else got back to living their lives, as they must do. One afternoon Wayne found himself in Mac's bedroom,

gazing at his son's prized trophy cabinet. He saw something out of the corner of his eye. It was a note. Wayne reached over, picked it up, and sat on his son's bed and slowly unfolded it:

*Dear Dad,
Things haven't
been the same
for me since
that photo.*

*I'm really embarrassed.
I've let you down. I am so sorry. Love, Mac*



Mac with dad Wayne

So the above was from the 'Barefoot Investor' Scott Pape in his May 27th newsletter, and I will admit this story hit me between the eyes. As the father of two adult children, it still hit. If you have a young person in your life, perhaps it does for you too.

Scott went on to say the following:

So this week I spoke to Susan McLean, widely regarded as Australia's first cyber-cop. "Sextortion is huge, it's a massive problem", she told me. "In my 30 years of policing, I've never seen a crime type that is tipping previously mentally well young people into a crisis as quickly as sextortion does", she said.

She suggested three potential solutions to use rather than lecturing your kids:

1. No social media for under 16's.
2. Create an online contract with your kids. eg. Agree time off-line, shared passwords, no phones in bedrooms/bathrooms and what to do if something makes them feel uncomfortable.
3. Model the right behaviour. How often do your kids see you absorbed with your phone.

This is the 57th edition of the Splinter and the first time I have used someone else's information. No attempt to tell you how to parent, but raising a child is considered 'the responsibility of the village'. I thought this story was powerful and needed to be shared.

This is not just an issue for young people - harassment or blackmail, in-person or on social media, happens all too frequently. **However**, You are not on your own!!

There are many people prepared to help you at AKD via your supervisor or manager or via the contacts below.

Look after your family, look after each other, and look after yourself.

Take care.

Shane

Shane Vicary
CEO



If this story has triggered anything for you please call:

Lifeline 13 11 14, Kids Helpline 1800 55 1800, Beyond Blue 1300 224 636 or TIACS 0488 846 988