

THE SPLINTER



Mark Wood, Caboolture Forklift Operator, gives it the thumbs up!



AKD EMPLOYEE NEWSLETTER
EDITION 59
SEPTEMBER-OCTOBER 2024



EDITION 59

15

2024 AKD Footy Tipping Winners

16-17

Lumber Legend Celebrations

18-19

PinkUp October

21-22

Service Recognition

23

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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Health & Safety

Everyone experiences highs and lows throughout their life. At various stages, we all face challenges, changes, and instability. So, why do some individuals manage to cope with everything life presents and emerge stronger and more resilient, while others can tend to struggle at the first sign of difficulty?

The answer is resilience.

Dealing with acute or persistent stress makes it hard to concentrate, and we might get easily distracted, irritable, and anxious. Our sleep can be affected, leading us to possibly increase our use of medication, alcohol or drugs, and we may either overeat or lose our appetite.

Prolonged and unmanaged stress can start to affect both our physical and mental health. But what are the implications of unmanaged stress on your safety at work?

Human errors and behaviours account for many incidents. In high-risk settings, it's tough for workers that may be stressed to spot and manage risks, avoid complacency, maintain working relationships and stay focused for long stretches of time.

Stressful situations, like a relationship breakup, can distract workers. They might show up for their shift but remain preoccupied thinking about 'what's next' for their life. Distracted workers can't fully focus on their tasks or the risks around them. This lack of focus increases the chance of overlooking hazards, operating in 'autopilot', or missing critical steps in their tasks.

Some workers might use unhealthy coping mechanisms during high stress, impacting their safety at work. Without effective stress management tools, they may resort to temporary fixes like increased alcohol or medication use, or work with little sleep. This can also affect their focus, reaction time, and ability to cooperate.

Regardless of whether stress is work or home-related, unmanaged stress will impact a worker's ability to perform their tasks safely and efficiently.

Resilient workers demonstrate:

- Better mental and physical health
- Increased focus under stressful situations
- Responsibility for their behaviours
- Strong self-awareness and communication skills
- Agility in adapting to changing priorities

So, how can you better manage your stress and build resilience?

Look after your wellbeing & physical health

Build your support network

Identify your triggers

Organise your time

Take action



Toni Kirkup
National
HSE Manager



How can our Leaders support resilience in others?

- Role-modelling positive resilience behaviours
- Building trust within teams and creating a space where individuals communicate honestly and are open to differences of opinion
- Having supportive conversations with team members
- Communicating in an open and honest manner

How can we support each other?

- Be mindful of those working around you (they could be dealing with something you're not aware of)
- Reach out and ask if they are ok
- Understand that everyone has their 'off' days – be kind
- Provide them with support contacts (i.e. talk to their Supervisor, EAP, TIACS)
- Ask them if there is anything you can do to help

Everyone encounters stress in life, but not everyone instinctively knows how to handle adversity or change in a healthy manner and emerge stronger. Experiencing more positive emotions can enhance your resilience. To address this, on August 22, 2022, AKD dedicated a day to emphasise the significance of mental health, offering our teams effective strategies to foster happiness and resilience.

During the session, a guest speaker from the Resilience Project highlighted three fundamental pillars that are instrumental in promoting positive emotion: Gratitude, Empathy, and Mindfulness (GEM).

- **Gratitude** is paying attention to the things and moments we have right now and not worrying about what we don't have. We practice gratitude by noticing the positives that exist around us and by being thankful for those things, places and people in our lives.
- **Empathy** and kindness are closely linked. So are empathy and compassion. To be empathetic is to put ourselves in the shoes of others to feel and see what they are. We practice this by being kind to other people.
- **Mindfulness** activities help us to be present in the moment and often create a feeling of calm. We practice this through slowing down and concentrating on one thing at a time.

Ultimately, we are all human and life can be demanding. Nevertheless, it is essential that when you come to work, you focus on the task at hand and work safely and effectively. There have been numerous incidents where investigations revealed that individuals were not concentrating on their tasks due to personal issues. If you are dealing with a personal matter that could affect your safety or others, you should discuss it with your Supervisor or Manager.

Gratitude



Don't worry about what you don't have. Focus on what you have right now.

Empathy



Put yourself in the shoes of others to see and feel what they feel.

Mindfulness



Slow down and concentrate on one thing to find calmness and be present.

**Legend,
need a hand?**

Call, text or scan QR code for
FREE mental health support

0488 846 988

Monday to Friday 8am-10pm AEST



Environment



Sean Maxwell
Environmental Advisor

In the high-energy and high-stakes world of modern sawmilling, the significance of our five senses often goes unnoticed, yet they play a pivotal role in minimising environmental impacts. Detecting issues early through our senses can prevent major, sometimes irreversible, damage to human health and the environment.

This article explores how different senses can be used to identify environmental hazards and incidents early and encourages engagement in HSE interactions to foster a culture of vigilance and proactive management or environmental risks. Our senses are our first line of defence against environmental hazards.

By being attuned to subtle changes, we can detect issues before they escalate.

Here are some examples of how each sense can be utilised in sawmilling operations:

SIGHT

Visual inspections are a fundamental aspect of environmental monitoring. For instance, noticing discoloration in water runoff can indicate chemical contamination, while spotting a dust cloud from an unsealed roadway might signal that a sprinkler is not operating effectively, or the need to jump on the radio and request a pass by of the water truck. Regular scans of our work environment can catch these visual cues early and communicating them to a team leader can prevent further impacts.



SMELL

The sense of smell is crucial for detecting chemical leaks or smoke from fires, which can severely impact human health, the environment and sawmill assets. Being alert to the smell of smoke or to odours associated with chemical use or waste water (e.g. hydrogen sulphide) increase the chances of swift and effective corrective actions. This was exemplified perfectly at Yarram recently, where the smell of smoke led to the early detection of embers in residue piles, which were then quickly extinguished by the team.



HEARING

Sound is a powerful indicator of potential problems. Unusual noises from machinery can signify malfunctions or the need for maintenance and can be a source of nuisance noise for our neighbours. By being alert to sounds that are especially loud, not 'normal' or just annoying, we can communicate and address these issues promptly, thus making our work environments and neighbour relationships more enjoyable.



**YOUR SENSES
MAKE OUR
SAWMILLS SAFER**

TOUCH

While less commonly associated with environmental monitoring, touch can be instrumental in identifying the factors that contribute to a hazard or incident. For example, we can use our sense of touch to distinguish fine wood fibre from road dust, or determine if a sheen on a water surface is due to a hydraulic oil spill or a naturally occurring oil, such as pine resin.



TASTE

Although taste is rarely used intentionally in industrial settings due to health concerns, it remains part of our natural instincts. For example, noticing a strange taste in the air could indirectly point to airborne contaminants.



The importance of early detection and proactive management of environmental hazards across our sawmills cannot be over-stated. To help foster a culture of vigilance, why not discuss an environmental hazard or incident during your next HSE interaction? These 5-10 minute conversations serve to normalise discussions about HSE risks on-site, and provide opportunities to share observations and ideas that can make our workplace safer.

Thanks to Warren Evers for prompting this article after a chat we had in passing recently.



by Michael Caddis, EIC & Projects Manager

In the dynamic world of industrial operations, maintaining a culture of safety can be as challenging as it is essential. At AKD Tumut sawmill, the maintenance department has achieved an impressive milestone: two years without a Lost Time Injury (LTI). This achievement not only demonstrates a commitment to safety but also speaks to the department's culture of care, teamwork, and professionalism.

What does it take to be injury-free?

Lost Time Injuries are work-related injuries that prevent an employee from performing their duties for a sustained period. Avoiding LTIs in a high-stakes environment, like Tumut's maintenance department, requires unwavering vigilance, effective risk management, and a culture that prioritises safety

as a core value.

One of the key drivers behind Tumut maintenance's two-year LTI-free record is a culture of accountability.

Each member of the team is responsible not just for their safety but also for the safety of their colleagues. The team believes that safety is a shared responsibility, and everyone is empowered to speak up if they spot a potential hazard.

Tumut's maintenance team works in one of the most safety-sensitive areas of the timber processing operation. These technicians, electricians, and mechanical experts are responsible for ensuring the equipment runs smoothly, troubleshooting potential issues before they escalate, and ensuring any malfunctions are resolved swiftly and safely. But it's not just about fixing things - it's about preventing incidents before they occur, thanks to proactive measures.

Technology has also played a

pivotal role in helping Tumut's maintenance department achieve this milestone. Modern predictive maintenance tools, which allow the team to assess equipment health and pre-emptively address issues, reduce the chances of breakdowns that might otherwise lead to injury.

From advanced diagnostic software to automated sensors on machinery, the department utilises state-of-the-art technology to streamline maintenance and identify safety risks early.

Reaching two years without an LTI is a significant achievement, but the team isn't resting on their laurels. Each milestone serves as a reminder to stay focused and continuously improve safety practices.

"It's about constantly striving for a safer workplace, whether we're analysing past incidents, conducting regular reviews, and investing in new equipment," says Rodney

Sutton HSE Advisor. *"Reaching this milestone shows that we're on the right path, but we know there's always room for improvement."*

To celebrate the milestone, Tumut held a luncheon where the work group and site contractors celebrated the maintenance department's dedication to safety. The event served as both a celebration and a motivational touchpoint, reminding everyone of the positive impact that safety has on the entire Tumut community.

Tumut's maintenance department's two-year LTI-free achievement is a testament to the power of teamwork, the importance of a proactive safety culture, and the benefit of leveraging technology for safer operations.

The commitment to safety is a foundation for productivity, growth, and resilience - qualities that will help the team continue to achieve new milestones in the years to come.

Caboolture

Around the Grounds

SAFETY

As we approach another month and Splinter edition, the Christmas/New Year period draws near, offering festive celebrations and a chance to reconnect with family and loved ones we may not often see. With this in mind, our focus is on the basics, especially after a hectic year of change in 2024. PinkUp serves as a reminder to prioritize our health and wellbeing. It's important to tap into your 'why' to stay focused on the tasks at hand and the changing hazards around you and your co-workers.

Distractions, both in the workplace and outside, are common, particularly when performing routine tasks. Your health matters, and something as simple as selecting and using the right PPE properly is crucial in preventing injury. PPE serves as the last line of defense and is just one of the controls we use to manage hazards and risks.

In the previous edition, we highlighted the availability of P2 respiratory dispensers across all areas of the site. Respiratory health is now receiving the attention it deserves, with increased focus compared to a decade ago. While we've made great strides, there's still work to be done in reducing airborne hazards and ensuring we 'mask up' when necessary.

Recent efforts include fit testing fixed respirators, installing exhaust ventilation on new machinery and in welding areas, enhancing water truck capabilities, trialing chemical dust suppression, increasing sweeper hours, and conducting pre-employment testing to ensure our controls are effective. These steps are paving the way to further minimize risk across the site.



PPAR - Coby Kinnear

We've seen positive results, such as reducing mobile plant incidents by 32% over the last three months—a testament to our drivers' dedication in challenging environments. As we plan for a safe stop, shut, and start, we're addressing key site priorities like housekeeping, fire risk, hazardous energy, heat stress, and traffic management.

Remember to prioritize your health – your sight, lungs, and mobility – and make good decisions around hazard controls and PPE. Your health matters!

PRODUCTION

The last few months have been a challenge for the team at Caboolture with unplanned power outages and major failures of equipment across the site.

Our drymill run rates have been improving month on month towards the required run rates however, the greenmill has been working hard to address this, but unfortunately still running short of where we need to be in such tight market conditions.

In a buyer's market, ensuring our customers receive top-quality products has become even more crucial. Our quality teams in both the greenmill and drymill have been identifying areas for improvement, particularly related to product consistency.

As part of this, a thorough review of our new scanning system is underway to enhance performance. With support from our national team and efforts at Caboolture, we are seeing positive results, but further analysis is ongoing to ensure we maintain consistent product quality moving forward.

We've also been collaborating closely with our sales team and key customers to ensure we are meeting their requirements and expectations. Their operations are no different to ours as they need stability through their machines to stay competitive.

In this challenging market, keeping production costs low is vital. While many of our employees have previously been through a market downturn, it is a good reminder that the way to reduce this impact is through mill recoveries, mill reliability, reducing waste, unnecessary overtime, and cost control. All these opportunities assist in maintaining a very efficient operation.

A big shout-out to the electrical team after some routine testing, they had an interesting find over the weekend while doing RCD testing in a L&P board. The test button had fallen off, leaving a live part behind. This important finding was promptly communicated to other sites. Great work, Scotty and team!



Paul Ryan
Caboolture
Site Manager



Greg Levinge
Caboolture
OHS Manager

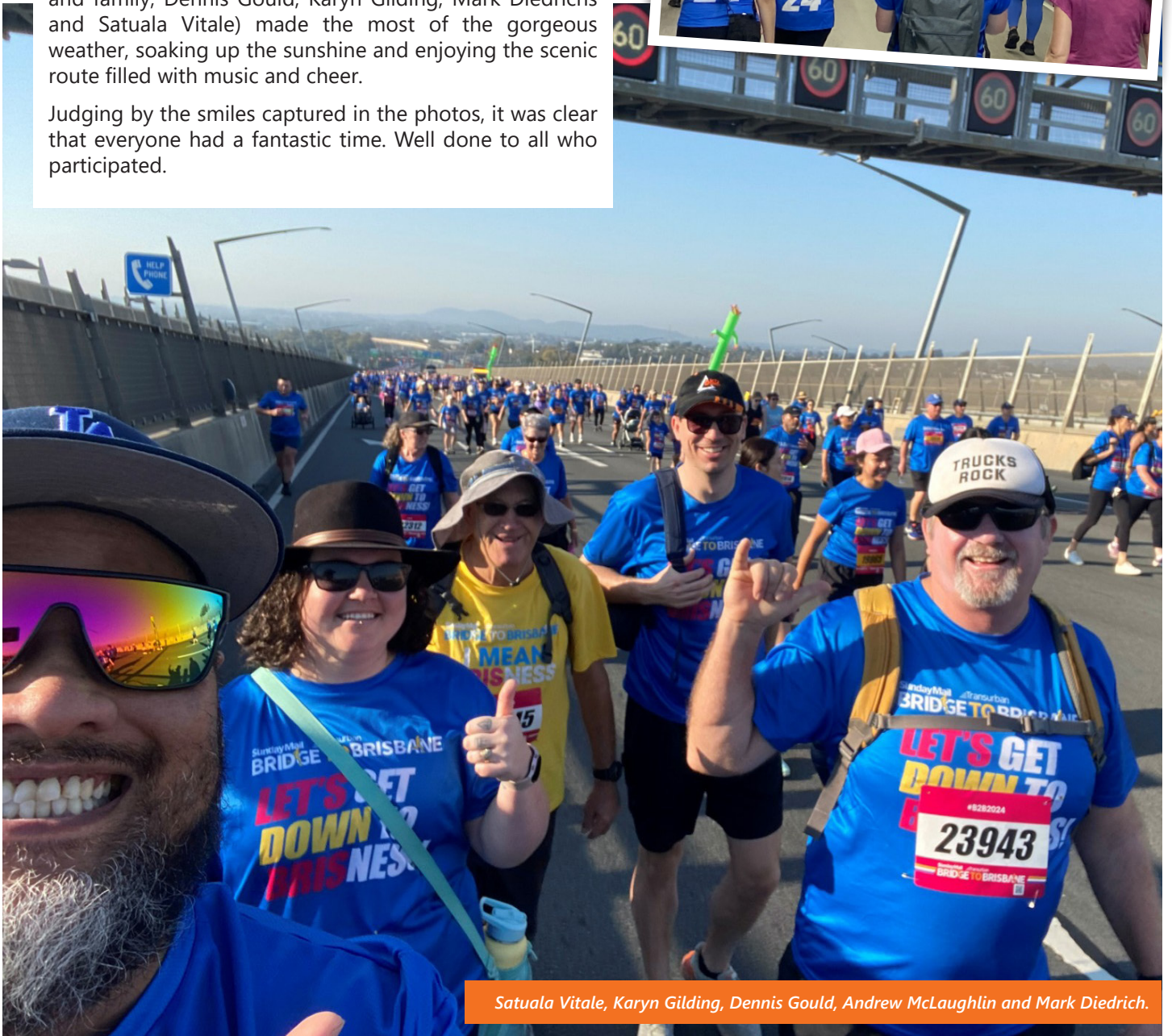
AKD TAKES ON THE BRIDGE-TO-BRISBANE.

In September, a spirited crew of 12 AKD employees and their families, took on the annual 10km Bridge-to-Brisbane event, joining a record-breaking crowd of over 30,000 participants. With sunny skies and a lively atmosphere, the day was set for an adventure!

While three of our brave teammates (Greg Levinge, Andrew Taylor, and the speedy Dylan Chistiakoff) took on the challenge of running the distance, the rest of the group opted for a more leisurely stroll. With both Greg and Andrew nursing some injuries, they reluctantly had to pass on the baton this year to Dylan, who zipped through the course in an impressive 52 minutes.

The walking team (Andrew McLaughlin, Chris Luscombe and family, Dennis Gould, Karyn Gilding, Mark Diedrichs and Satuala Vitale) made the most of the gorgeous weather, soaking up the sunshine and enjoying the scenic route filled with music and cheer.

Judging by the smiles captured in the photos, it was clear that everyone had a fantastic time. Well done to all who participated.



Satuala Vitale, Karyn Gilding, Dennis Gould, Andrew McLaughlin and Mark Diedrich.

Colac & Irrewarra

Around the Grounds

SAFETY

The team's commitment to safety has certainly been demonstrated over the past quarter through worker collaboration and focused efforts by all.

Key topics such as Traffic Management, Emergency Response, Contractor Management, Chemical Management, and the rollout of the Fire and Explosion Critical Risk have all taken centre stage.

These initiatives have involved engagement at all levels of the Colac site, highlighting the business's dedication to not just meeting compliance requirements, but by identifying improvement opportunities which leads to creating a safer work environment.

Among these efforts, significant strides have been made in improving the Traffic Management Plan. We have identified opportunities for enhancement through consultation with each department and established a dedicated working group to address these items using a risk-based approach.

Already, we have seen positive changes, including the introduction of the Log Yard car park, which provides safe access to the department and greatly reduces the foot traffic throughout the site – minimising mobile plant and pedestrian interaction.

We can't underestimate the importance of getting input from key players and the results that come when everyone wants to achieve the same positive outcome!

As our site continues to mature in its Health, Safety, and Environment (HSE) focus, our goal remains clear: **to identify areas for improvement and implement safer and more efficient ways of working.**

Collectively, we can continue to build on our safety culture, that not only safeguards our employees, but encourages an engaged and productive workplace.

PROJECTS

During September the Samuels Strapper was installed in the drymill, the installation and commissioning was all on time, and the mill even achieved a new record shift of 129m³/hr during commissioning week. What topped it off, it was incident free!

It was great to see during the project all departments working together collectively to ensure the project was a success. Well done and thank you to everyone involved.



New Samuels Strapper

PRODUCTION

There have been some great results in all areas across the site. The log sort has provided a healthy continuous supply of bark off logs to the greenmill, and the greenmill has now achieved over 150m³/hr four of the last five months.

Recovery in the greenmill has been the sites big focus with many teams working together to increase recovery. I want to specifically mention the Quality, Sawshop, and Maintenance teams for their efforts over the past few months with many hours problem solving and working on weekends to complete the required works. Your efforts have not gone unnoticed.

The kilns continue to perform strongly, with kiln five back online, green WIP is now reducing, and the quality of the drying is having a big impact in the dry mill on both throughput and yield.

The drymill has capped off two big months, achieving 80m³/hr in August and 75m³/hr in September. These strong performances have enabled the mill to take time out to process additional WIP across the site that were unable to be converted into finished goods prior, supporting the sales and dispatch teams.

PEOPLE

Congratulation to those celebrating their significant milestones with AKD!

Glenn "Grovesy" Groves – 30 years service
Andrew "Andy" Osborne – 25 years service
Graham "Gus" Angus – 15 years service
Mark Seabrook – 10 years service



Jared Pietsch
Colac Site
Manager



Kirsty Stuart
Colac HSE
Manager

MINDSHOP EXCELLENCE PROGRAM

The team of students were supported by Craig Karrani (Continuous Improvement Manager) and Jainil Trivedi (Graduate) throughout the week, where Craig covered off on methods such as '5 Whys and Process Mapping'. This supported the work that Barry Jenner from the Mindshop Excellence Program had undertaken with the students on the first day of the program.

The group presented their findings at the end of the week to a selected group of AKD staff (Site Manager, Further Processing Manager etc), Trinity College's Principal and teachers as well as the students' parents. The students presented some great initiatives and findings from their project, some of which we have never thought of within the treatment plant and across our operations.

The presentation focussed on the review of:

- Treatment operational times
- Review of the way each shift undertakes their tasks
- Forklift movements and impacts on time and output
- Storage and location of packs
- How the use of technology could assist with a more efficient operation

The feedback from the students was fantastic, they thoroughly enjoyed their week at AKD and this was mainly due to the work from Craig Karrani. Craig built a great working relationship with the students and gave them an experience that will hopefully assist them in their studies as well as look at AKD to create a career with.



"When I was asked to lead the Mindshop Program and work with six teenagers I must admit that I wasn't sure if I was the person for the job but working with these students, their honest and sometimes brutal feedback, enthusiasm, and brilliant attitude has showed me that our future at AKD is bright with talent like that."
Craig Karrani - Continuous Improvement Manager

Tumut & Gilmore

Around the Grounds

SAFETY

As we constantly aim to enhance our safety and compliance requirements (and move towards a paperless system where possible), AKD invested substantial resources in a new Contractor Management system "LinkSafe". When discussing contractors, you quite often hear the word 'compliance or management' shortly after.

Contractor Management is critical and there are legal duties we have to comply with, but it's important to remember, contractors have their own 'WHY' too and their safety is just as important as anyone's.

When we first introduced LinkSafe, Kirsty Stuart and Steph Bergin were the gurus, continually tracking approvals, licences, insurances, and any other credentials to ensure every contractor entering an AKD site was fully compliant – shout out to Kirsty and Steph, you have both done a great job setting all sites up for success!

All contractors must first be set up in the LinkSafe system. The relevant AKD representative reviews the submission and either approves or rejects it. Once approved, the contractor is then required to ensure their workers are allocated with the relevant induction for the work they will be completing.

Only once the above steps are done correctly, contractors can access site but need to sign in and out each time they present to site (which can be done using the iPad onsite or the QR code at the entrance). Once a contractor (or visitor) signs in, the person they are on site to see will be notified via SMS and email. Knowing who is onsite at any given time, also helps us keep track of contractors in case of an emergency situation.

The below shows how many contractors and visitors we have had on site that have signed in and out since the commencement of LinkSafe

Tumut - 4206
Caboolture - 4160
Gilmore - 2341
Yarram - 2168
Colac - 1444
Portland Pine - 1106
TOTAL = 15,425

I wonder how much paper this would have created??

This is a positive step forward, but like anything, the system is only as good as the people responsible for managing it. The other great thing about the system, is that we can now perform 'spot checks' on contractors. If we see a contractor onsite, we can use the LinkSafe app (on our phones) to check that they are an approved contractor, that they are inducted and confirm they have signed in.

PRODUCTION

Site continues to focus on the right product and days holding of stock to ensure we can move on market demand. All other product is being stored in warehouses for when market turns. The outlook still isn't great but as a site we need to ensure we are ready when it does move.

Production has continued to perform well over the last two months. Both the greenmill and drymill are now on a trial 4-day week with both respective sections cutting volume in that allocated time. Well done to all with this smooth transition and the continual results being achieved.

Shout out to the maintenance department for ensuring the entire site including Gilmore continues to have goods uptime which is allowing for the smooth flow and results.

The HSS in the Greenmill is now starting to really perform with great runs and improved conversion. The commissioning of the Headrig Transfer and Cant Turner is the last stage to really show the potential of the upgrade.

Key milestones during September and October for employees, Trevar Bell with 10 years' service, Ryan Tilbrook 15 years, Bruce Graham and Steve Thomas 25 years' service.

Congratulations to all and thank you for all the effort you have contributed and continue to contribute to the site and AKD.



H/Rig to HSS transfer operational



Rab Green
Tumut Site
Manager



Rodney Sutton
Tumut EHSR
Advisor

PROJECTS

Electrostatic Precipitator – (ESP) The ESP project as been put on hold until 2025/26. Preliminary work has been completed on the storm water drainage system, the other civils, and the retaining wall.

2nd RBS infeed and cant positioner are now fully functional and performing as expected. The modifications for cant control when changing from the vertical to horizontal position is performing well.



Junee High School's Year 11 and 12 students

STUDENT VISITS

Junee High School's Year 11 and 12 students recently visited our sawmill as part of their studies on the timber industry. The site tour provided the students with an in-depth look at how the mill operates, with a particular focus on the advanced technologies and how innovation is integral to the timber industry.

Keigan Sutton also spent a week on site with us and our Electrical Team, as part of the Tumut High School work experience program.

Whilst on site, Keigan assisted our electrical tradesman, learning the wide variety of jobs the electrical trade involves and was apart of projects including, lighting upgrade in the planer mill and workshop, installation of bird deterrent in the planer mill and workshop, installation of bird deterrent and the relocation of process computers in the planer mill.



Work experience Keigan Sutton and Chris Rose



AKD Star Power has wrapped up another successful season in the local netball competition, building both skills and lasting friendships along the way. As the season comes to a close, the team is already looking forward to hitting the court again next year, eager for more fun and competition.

Yarram

Around the Grounds

SAFETY

Spring is upon us, and a term we often hear this time of year is a reminder to 'keep your safety focus.' So what does that mean, exactly? At its core, keeping your safety focus means tackling every job or task with safety at the forefront of your mind.

So, what can cause us to lose that focus? There are plenty of things, but the three most common reasons are rushing, fatigue, and stress.

Let's dive into rushing for this article. Targets and deadlines are part of what keeps a business running smoothly. So, you have production targets to meet, but an 'upset condition' occurs, slowing or halting the timber flow. Naturally, everyone wants to resolve the issue and get things back up and running quickly. But in our haste, do we still 'keep our safety focus'?

This is where SLAM comes into play. SLAM helps us identify hazards during any task. How does it work? It gives you the time to assess potential hazards in what you are about to do. Essentially, it offers a moment to breathe and think about what you are about to do. So rather than rushing into it, just take a moment to stop and think.

The effectiveness of a SLAM hinges on your attitude. Are you doing it just because it's the process (what you have to do), or do you do it thinking about your personal "WHY"?

For me, my WHY is my grandchildren. What's your "WHY"? Visualise your WHY when you prepare to use the SLAM. If you do, you are maintaining your 'safety focus.'

The next step is to make your safety controls worthwhile. For example, under Manual Tasks, simply writing 'Use correct manual handling techniques' isn't enough. Be specific—suggest 'arrange a buddy lift, use lifting equipment like a crane' for instance. This shows safety maturity and turns a vague term into a concrete action.



Upgraded Maintenance Cross over at Yarram site

I really encourage everyone to constantly think about their "WHY" - no matter what you are doing, always keep your 'safety focus' in place. 'WHY' do I want to be safe now, today, tomorrow – I choose to be safe so I can get home and enjoy the things I like outside of work.

Have a safe lead-up to the end of the year everyone. Let's get to the well-deserved break safely!

PRODUCTION

It's safe to say the last couple of months have been a bit rough for the team here at Yarram. We've had a few major breakdowns in the kilns and greenmill which has put a dent in our output, but even with all these challenges, the team is staying positive and confident we recapture the lost production.

A big shoutout goes to AKD's new National A&E Manager, Andrew McKinnis, who bravely rolled up his sleeves and dove headfirst into some of the trickiest technical issues we've faced. It's like he saw the electrical team struggling and said, "Hold my screwdriver." His support was a real game-changer, even if he did make the rest of us look bad by being so handy.

The market remains tough (no surprises there), but communication between sales and production has been really strong. Even when things are tight, the flexibility and positive vibe between these teams have kept us moving forward.

On-site, the teams have been working seamlessly together to manage storage, which has been great to see. It's like watching a well-oiled machine run smoothly, with everyone pulling in the same direction.

WASTE NOT, WANT NOT!

We're always looking for ways to improve the site, and in the past few months, we've made some big progress in reducing waste. Our mechanical team has been cleaning up scrap materials at the back of the site, while others have put together a plan for handling timber offcuts and broken logs.

In the past, dealing with these materials was a bit of a headache - our chipping system couldn't manage it all, and it created a bit of an eyesore. But now, we've come up with a process that works.

First, we brought in a local contractor with a mobile chipper to clean up the area by chipping everything into bins and removing it from the site. Then, we set up a bin exchange system so that all offcuts and broken logs can be placed in bins, taken away, and chipped offsite. Problem solved!



Glen Davis
Yarram Site
Manager



Graham Clarke
Yarram EHSR
Advisor

SUPPORTING LOCAL STUDENTS

Recently, we hosted a group of students from Yarram Secondary College as part of their pathways program. Julian Hay and Graham Clarke took them on a site tour, followed by a presentation. The students were full of enthusiasm and asked heaps of great questions.

It's always encouraging to see young people taking an interest in what we do. Opportunities like this to showcase what we can offer the local community are really important for us to grab with both hands.

Speaking of community, we're proud to have supported Woodside Primary School recently. Woodside is a small town about 20km from Yarram, known for being the gateway to 90 Mile Beach and home to a great local pub that attracts people from everywhere. But it's also home to a small country primary school that, like many, doesn't have much funding and relies on the community for extra support.

We donated some timber to help the school build a fantastic garden space for the kids to learn about healthy eating and growing their own food.

In return, the school has joined our Pink Up initiative, helping us sell items from our Pink Shop and raffle tickets. It's great to see this kind of community partnership!



Yarram Secondary College



Crystal wit some of the students at Woodside Primary School with their brand-new veggie garden built with timber donated by AKD.

Portland Pine



Daryl Hann
General
Manager
Portland Pine

Around the Grounds

Over the last 2 months the team have been busy working on many projects across the site, one project that has been on top of the agenda has been treating our new square packs in our round treatment cylinder.

Thanks to help from Tristan Bellears and Dave Monaro they came up with a simple but effective idea to hold the square packs down onto the existing trolleys to ensure they don't float to the top of the cylinder and break the straps open - well done to on this great idea.



Treatment Plant Frame

The site has also been working on mobile plant and pedestrian management. Employees had been clocking on and off, walking through the drymill and then up to the production area. The drymill current houses some machinery that is at times in operation, so we built a new walkway with gates that close and chains to make a safe zone for employees. Thanks goes out to Mick Ritchie, Billy West, Dave Durbidge and Greg Haggett for this great update to our site.



New Pedestrian Walkway

We have also been working on better communication between machine centers and mobile plants by introducing headsets for employees to wear whilst at machine centers to clearly communicate with mobile plant operators. The current handheld radios are very hard to hear at times so the new headsets are much better for hearing and communicating with.

This year has progressed to be one of the toughest years for sales into the post and poles market. Over the last couple of months Nadia Cormio, our Sales and Logistics Supervisor, has been leading the way with customer visits and interaction not only in the Gippsland region but also into the Heywood, Hamilton and Shepparton regions.

As Nadia has been visiting our loyal customers, she has also been sharing our new signs for customers to use in their yards to keep stock tidy and labeled with the Portland Pine brand.

We recently had a visit from Frank and Max from Meyer Timber who have been great over the last few months promoting our precision rounds into all areas of Victoria through their stores. It was great to show them our process for them to share with their customers.



Portland Pine product signs on show



Meyer Timber Visit Frank and Max

Weighbridge Workshop

with Rachel Scilley
National Freight & Logistics Manager



As part of our commitment to continuous business improvement we recently conducted a workshop in Colac with input from our IT, Supply Chain, Finance, Forestry and Production teams across the business to identify our future requirements for our weighbridge software system. This workshop provided direct input by key stakeholders from each site across our business.

Collaboration on the day focused on our current capabilities, what our requirements are for compliance and reporting capabilities, as well as what any future state

improvements we might need to be able to achieve.

It was a rewarding day enabling some current issues being experienced by our teams to be able to be immediately rectified by IT, and the combined group identifying our key areas for required improvement.

This workshop created a clear list of our requirements and we are now reaching out to potential providers to evaluate who can provide the best solution for AKD.

Thank you to all involved in this successful day!



Back row L-R: Eddy Chong, Melissa Stevens, Nadia Cormio, Stephen Pefanis, Mathew McCrickard, Tanya Theobald, Brad Kezik, Michael Morgan.
Front row: Rebecca Anderson, Eliza Withall, Janice McDonald, Jye Tillack, Karyn Gilding.

2024 AKD FOOTY TIPPING WINNERS



NRL WINNERS

- 1st – Jamie Gorman - AKD TUMUT
- 2nd – Mitchell Greenhalgh - AKD TUMUT
- 3rd – Scott Gorman - AKD TUMUT



AFL WINNERS

- 1st – Pontings Mitre 10 Warrnambool
- 2nd – Brett McNally - AKD TUMUT
- 3rd – Michael Abbott - AKD COLAC

Lumber Legends

Recently, AKD had the honour of celebrating our long-serving Queensland and New South Wales employees at two memorable 'Lumber Legend' events. These celebrations were filled with laughter, shared memories, and a strong sense of camaraderie, as we came together to recognise the dedication and contributions of our valued team members

The AKD Lumber Legends was established to honour employees who have completed 20+ years of service - a

remarkable achievement that highlights their resilience, commitment, and impact on the company's growth.

In Queensland, we proudly inducted 5 new members (Ken Gresham, Tony Ivankovic, Ian Williams, Noel Moke and Dennis Gould) and awarded an additional 5 Lumber Legends for reaching significant milestones.

In New South Wales, inducted 4 new members (Peter Annetts, Steven Goode, Matthew Hardwick and Martin Shylo) and 16 Lumber Legends were recognised for their



"Being recognised for reaching 20 years' service made me more emotional than I thought it would. It gave me time to reflect on all the people, past and present, I've had the pleasure to work with daily. I am proud to belong to an organisation that recognises and celebrates employees' achievement at events like this."

New inductee Ian Williams, QLD Sales & Service Manager, pictured with AKD Chairman John Hayden and CEO Shane Vicary.



Celebrations



milestone achievements from Tumut, Gilmore and Tuggerah.

These events were more than just celebrations; they were a reminder of the strength and continuity these employees provide to our sites, our community, and our teams.

With over 130 Lumber Legends across AKD, these individuals truly represent the heart and soul of the company.

We are proud to celebrate their dedication and look forward to honouring many more employees in the future. True Legends!



"Can't believe it's been 45 years! We had an amazing time at the Lumber Legends night, celebrating our milestones and reminiscing with so many others"

45 Year Milestone Legend - Janice McDonald, Tumut Payroll Officer, pictured with Tony McGrath, Dispatch Supervisor who also celebrated 45 years.



"For me, being a Lumber Legend is nice recognition for all the years, dedication, and commitment that I have put in. Plus, it's a great chance to catch up with other Legends. There's a special bond between us."

Long-standing Legend member Tania Theobald (34 years), Caboolture Resources/Administration pictured with husband David.



NEW SOUTH WALES



PinkUP 2024

Turning Pink for October has become an AKD tradition for our employees, customers and communities and 2024 marks our sixth year of turning PINK for October's Breast Cancer Awareness Month.

MESSAGING

"Check Yourself to Protect Yourself" was created to highlight the importance of awareness by starting the conversation about the importance of being body-aware for early detection.

This year we focused on the **Prevention** and **Early Detection** of all cancers.

1 in 3 cancer can be prevented with early detection

Cancer touches all of us in one way or another, whether through personal experience or through someone we know and love. Preventing cancer begins with understanding the risks and taking action early.

According to the Cancer Council, at least one in three cancers can be prevented. Smoking, sun exposure, poor diet, alcohol use and inadequate physical activity are examples of significant risk factors, which only we as individuals can modify.

Our campaign this October supported this year's message of **Healthy Body + Healthy Mind = Healthy Me** and focused on initiatives designed to encourage a culture of health and wellbeing within our workplace and communities including:

- Digital Health Check Stations located on all site for free health checks.
- Skin Check Cards for all employees to keep an eye on their skin with self-examinations
- Resources providing an understanding of cancer risks, reducing those risks through lifestyle choices, and the importance of regular health checkups.

FUNDRAISING

Across all sites, we saw fantastic fundraising activities, and the community support. Together, we raised over **\$26,000** for the McGrath Breast Care Nurses, who provide invaluable support and care to women and men experiencing breast cancer from the time of diagnosis and throughout treatment.

Here's a look at some of the fantastic efforts from across our sites:

- **Guessing Games:** From guessing the number of lollies in a jar to guessing the weight of a wood trailer, friendly competition helped bring out the spirit and raised funds!
- **Raffles:** Each site held exciting raffles with great prizes, drawing lots of interest and support from employees and locals alike.
- **Community Merchandise Stalls:** Portland Pine and Tumut organized pop-up stalls at local supermarkets, where they sold merchandise and engaged the community.
- **Pink-Themed Morning Teas:** A spread of pink plates, cupcakes, and baked goods brought everyone together and added a sweet touch to the campaign.
- **Lunches:** Many sites hosted BBQ lunches, and in Yarram, the Red Cross ladies prepared a casserole lunch and had a visit from a food truck.
- **School Involvement:** Yarram teamed up with Woodside Primary School, where students sold raffle tickets and merchandise, showing the next generation how small efforts can make a big impact.

A special thank you to the people behind the scenes who helped spread the pink passion and kept everything running smoothly: Crystal Lewis, Janice McDonald, Bec Anderson, Lisa Percy, Michael Swanson, Brooke McEwan, Rachel Dennett, Lillyian Adamcewicz, Paige Spencer, Karyn Gilding, and Ashlea George.

Thank you to everyone for joining in and making October another successful PinkUp month. Everybody's involvement to help spread the message of early detection and prevention, shows that when we come together, we can truly make a difference.



Skin Check Cards

1 in 3

cancers can be prevented with early detection



HEALTHY

mind • body • ME

Colac held a Pink Plate Morning Tea

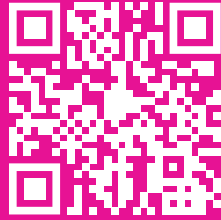
Yarram drymill's Danielle Smith and Rebecca Lane all dressed up for lunch.



Portland Pine's Greg Haggett and Billy West had their free health check.



Scan the QR to help reduce your cancer risk!



Tumut and Gilmore had a joint BBQ lunch with approx. 100 mouths to feed.



Caboolture's Lillyian Adamcewicz, Paige Spencer, Karyn Gilding and Ashlea George got into the Pink spirit.

Congratulations

ON YOUR AUSTRALIAN CITIZENSHIP

Ravneet Kaurrana - Electrical Engineer, Colac

Ravneet "Rana" was born and raised in Mohali in the Northern India state of Punjab. In 2013 Ravneet completed her secondary education and emigrated solo to Australia to study an electrical engineering degree at Deakin Waurn Ponds.

During her degree she worked at IGA in Yarraville, and in 2018 was lucky enough obtain work experience with the electrical department at AKD. AKD had just completed the greenmill sawline project and had a vacancy for an Electrical draftsman. Rana jumped at this opportunity and set about learning AutoCad Electrical and given her zealous determination, she became proficient in no time.

Rana has since contributed to many projects such as GMC Unscrambler install, Trimmer Lugloader, Multitrack Fence, Morbark Chipper, HV kiosk and recently the Drymill upgrades.

Rana continues to demonstrate a high work ethic within her role and is now an integral team member as she continues supporting the crew in their day to day activities

Rana has recently purchased her own house and vehicle and enjoys living in the Colac community. She also enjoys Table Tennis and catching up with family and friends whenever possible.

In September, Rana was delighted to receive her Australian Citizenship. She can now be called an Aussie and will have to learn our unofficial anthem "Downunder".

Congratulations to you Rana, you are a great asset to the team at AKD.



Rana's electrical team joined in on the celebration with her at the Australian Citizen ceremony.

15 Stephen Peacock YEARS AT CABOOLTURE

Stephen began his journey with us in 2009 as an Internal Customer Service Representative, later moving into Sales, and then Accounts Payable in 2018.

When he's not behind the computer, you can find him capturing breathtaking images through his lens, exploring new destinations, or snuggling with his beloved dog, Mo. His dedication to helping others and love for animals truly embodies who he is.

Over the years, Stephen has witnessed the Caboolture mill transform and grow, and he takes immense pride in being part of this exciting journey.

"Congratulations, Stephen, on your 15-year milestone! Your dedication and hard work have made a lasting impact, and we truly cherish the collaboration and camaraderie you bring to the Accounts Payable team."

Andrew Taylor - CABOOLTURE FINANCE MANAGER



Stephen being awarded his 15 years service certificate by Site Manager, Paul Ryan

15 Graham Angus YEARS AT COLAC

Graham Angus, or to everyone else he would be better known as Gus, is a man of many talents and has been able to move around within AKD, at both the Colac and Irrewarra sites, over the past 15 years of his service.

Gus started at Irrewarra in 2009 where he completed a multiple of different tasks over the years, everything from stacking boards off the big round table, to log yard loader driver, to operating most of the equipment within the mill until eventually moving to the 16T forklift.

Gus has worked in the log yard, greenmill and even the finger jointing plant, until eventually finding his way to the drymill as a Weinig operator.

Gus also has many hobbies "besides working" such as chilli/sauce making, camping, fishing, bike riding and traveling all over the world when time allows him to - Bali being his favorite by far.



Gus and his wife Vickie, Bali Zoo having breakfast with the orangutans.

"I would like to thank Gus for his many years of service with AKD and the effort he goes to every day, always willing to help whenever and wherever is needed. Congratulations and well done".

Cameron Percy - COLAC FURTHER PROCESSING MANAGER

10 Mark Seabrook YEARS AT COLAC



Mark started working with AKD in 2014, he entered the business as a production operator in the Colac drymill on the afternoon shift where his main task was to operate the stacker and keeping the sling sorter empty along with other operating roles.

Before too long, Mark was successful in scoring a role with the quality team again in the drymill on the afternoon shift where he was now looking after everything quality related including board checks and testing, sizing, machine maintenance, machine set ups and run set ups to name a few.

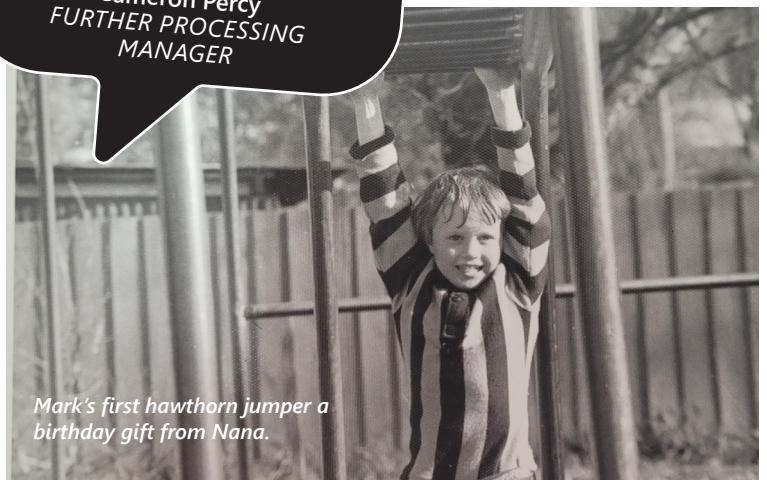
Mark's skills and understanding of this role had him move quickly into the role of Quality Officer / 2IC on the afternoon shift and finally now into his role as the dry mill afternoon shift supervisor.

Mark grew up around the Kawarren area with a love for sports that saw him playing both tennis and football regularly for the Otway Districts.

When Mark is not working hard he spends his time working and helping out on the family farm, watching the "Mighty Hawks" and when time allows, he also loves going for a game of golf or trying his luck fishing.

"Congratulation and well-done Mark on achieving your 10 years with AKD Colac. Your time, effort and dedication is appreciated by all. I would like to thank you for all your hard work and look forward to many more years to come."

Cameron Percy
FURTHER PROCESSING
MANAGER



Mark's first hawthorn jumper a birthday gift from Nana.

10 Don MacPhail YEARS AT CABOOLTURE



Don and wife Tabitha, enjoying the snow at Ben Lomond National Park in Tasmania.

"Congratulations, Don, on 10 remarkable years! We're grateful for all your hard work and wish you many more successful years - both here at AKD and on your next adventure in the South Pacific and beyond!"

Richard Bambling
MAINTENANCE & RELIABILITY
MANAGER

Throughout the last decade, Don, one of our dedicated maintenance planners, has been a cornerstone of our team, ensuring that our maintenance operations run smoothly through his dedication and commitment.

Outside of work, Don loves to travel, he is known for a love of cruising around the breathtaking South Pacific, from the waters of New Guinea to New Zealand and Tasmania.

He also enjoys time with the family, diving for lobsters and indulging in the occasional sweet treat, like lollies.



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



ANDREW GROVES
PACKSAW
CABOOLTURE



BRIAHLEE TANN
DRYMILL
COLAC



BROCK SUTER
GREENMILL
CABOOLTURE



CASSANDRA NIMO
TREATMENT
CABOOLTURE



DAVID HILL
DRYMILL
CABOOLTURE



IGNACIO SUAREZ
TREATMENT
CABOOLTURE



JARROD HOLT
DISPATCH
CABOOLTURE



JOSHUA MCCOMBE
PRODUCTION PLANNER
COLAC



MATTHEW HERETH
MAINTENANCE
CABOOLTURE



MICHAEL HORTON
DRYMILL
YARRAM



TEPA FOUA
DRYMILL
CABOOLTURE

HAPPY ANNIVERSARY

NAME	YRS	DEPT.	SITE
Terry Austen	30	Packsaw	CAB
Glenn Groves	30	Kiln	COL
Andrew Osborne	25	Logyard	COL
Steven Thomas	25	Treatment	GIL
Ian Blundell	25	Warehouse	GIL
Stephen Peacock	15	Finance	CAB
Trevar Bell	10	Kiln	TUM
Bruce Graham	25	Dispatch	TUM
Ryan Tilbrook	15	Treatment	GIL
Graham Angus	15	Drymill	COL
Don Macphail	10	Maintenance	CAB
Mark Seabrook	10	Drymill	COL
Belinda Gardiner	5	Forestry	COL



@AKDSOFTWOODS

The photo of me on the bottom right of this page is now nearly five years old and due to my vanity I really don't want to update it. My beard has a lot more grey, the hair on my head continues to retreat backwards and that bloke in the photo is fit, healthy and weighs about 8 kgs less than I do today.

I can't stop the aging process, but I can certainly put less garbage food in my mouth, put my runners on and get active. But I have lots of excuses as to why I am not more active, I am too busy, I travel too much, big days, I'm tired, work priorities, jobs around the house, blah, blah, blah...

The difference between my excuses and my reasons is not much, in reality my reasons are just elegant excuses. There is always a reason, the one I use the most is I travel too much. I'm absolutely useless at training by myself - I always pack my gym gear when I travel but it never needs to be washed when I get home.

I will happily join in with others, going for a run, cardio session, yoga, weights, mountain bike riding, whatever the option is, if it's in a group or with a mate, I am in!

So lying on the couch recently, "doom scrolling" instead of doing something active! I came across this quote:

"We don't rise to the standards we have when others are watching.

We fall to the standards we have when no one is watching.

The only work that really matters is the work that no one sees.

It shows you who you really are rather than who you say you are"

Ok, so this resonated with me. Can you do me a favour right now! Read the above quote a second time.

So many different angles to think of here for me. Will I put my shoes on and go for a run by myself? Will I get up early enough to get it done, knowing I feel a 100 times better afterwards? Or will I trade that for another 60 minutes of restless snoozing? If I go for a run, will I choose a quiet road where I can run at a slow pace where no one is pushing me along? Or will I run in a busy location, as I know I will be pushed along, the sense of being watched?

Will I push myself as hard in a cardio session by myself vs with others as I will want to be seen as "having a crack"?

My fitness or approach to food should not be based on how motivated I am, that can come and go. It should be based on my desire to get the 'job done' or get the 'training in' because I **want to**, because of my goals and my expectations. Making the effort not for external recognition or validation, but for the reward of simply knowing it is good for me and the 'work' needs to be done.

From this concept of "getting the work done", I started to think about the '**unsung heroes**' in our business, those people who do the work, when no one is watching. They do the work that no one sees. They don't seek the limelight, they don't look for thanks or recognition, they get on and make it happen. These people are heavy lifters and they are throughout our company.

These are the people who don't want to be called out and recognised, they are not in the high-profile roles. They rise to the 'standard', and are known for what they do, not who they say they are.

Some examples of these people who jump to mind, who make it all work in the background are

1. The AKD Finance teams, who seek no glory, who have once again completed a set of annual accounts with nothing but praise from our Auditors for their accuracy, efficiency and professionalism.
2. The AKD Cleaners at all sites, those individuals in our business who come to our sites at night, work in difficult conditions to make the place clean and tidy, ready for the next day.
3. The Lubrication Technicians (Greasers) in our maintenance teams, who work between shifts, difficult conditions, looking after the gear, identify issues and keeping it all working.
4. The Sawdoctors, typically working in basements, or when everyone else is on a break or holiday. Getting the saws sharpened to a high standard and aligning the mill, pursuing the never ending chase of accuracy.

The list goes on, and there will be people like this in everyone's team. So, please join me in recognising the **unsung heroes** of our business that rise to high standards without the need for recognition or to be "watched".

In this Splinter we celebrate the Tumut maintenance team, who have just achieved 2 years LTI free. Two things jumped out to me from that article: "**vigilance**" and "**a culture that prioritises safety**". Well done guys, keep up the unrelenting drive for a safe workplace.

Finally, thank you to everyone for participating and contributing to PinkUp. We get behind this program now as an annual reminder to you, and your family, the importance of early detection and the actions that can be taken for the prevention of cancer.

Take care.


Shane Vicary
CEO

