



# MONTHLY WOODFLOW



## EMPLOYEE ANNIVERSARIES

### SEPTEMBER

13 YEARS - BRIAN DEVEREUX  
11 YEARS - STEVE MCCANN  
7 YEARS - BEN NEWTON

### OCTOBER

24 YEARS - JAMIE MARLOW  
9 YEARS - ANDREW NOTT  
9 YEARS - GERARD MERRETT  
8 YEARS - DAVID CROSS  
7 YEARS - ZAC CURRIE

### NOVEMBER

22 YEARS - ANDREW SMITH  
15 YEARS - DAVE MCCOMBE  
13 YEARS - CAMO MERRETT  
12 YEARS - ALEX MOORE



## HOGGYS HAULAGE HEADLINES

Winter wood feels are the toughest time with wet clothes and cold mornings but we have pushed through and the sun is starting to poke his nose out every now and then! Lots to talk about as we have pushed through a few months since our last newsletter.

I will start with Matt Tilby, our Woodflow Manager that has been diagnosed with a brain tumor. Matt is fighting the fight and leaves a massive hole in our team, but one thing is for sure, Matt followed our family structures, standards and respected our values to drive high standards. Having such a close management team, we are all sharing the work load to cover off all things logging, which has been pleasing. We all wish Matt the best and if one person can overcome it, he can!

45 drivers per day cart our lumber around the place that we cut and we are very pleased with our drivers across the board in all aspects of logging. Overweight's have been a massive focus on our continual improvement of systems and our percentages are at an all time low for overweight loads. Load configuration is another that can be tricky but so essential for not only stability on the road but freight can be seen as the face of our business. It's not just the presentation of the truck and trailer; it's the load on it's back that gets noticed the most!

Straps are one that can get missed from time to time for quality or damage. The workshop guys check them at its annual inspection and at the 20k services but please keep an eye on them especially through and after winter. We have plenty on the shelf between Penola and Mount Gambier workshops.



# HOGGYS HAULAGE HEADLINES

Driving to the conditions, slippery roads, blowouts and really windy days of late have made it a bloody slog! Never any pressure here to rush or get an extra load done, it's always safety first and drive to the conditions to make it home safe!

Reporting from the drivers through Sitedocs has been fantastic! Road repairs, dangerous trees, pot holes at mills are just a few that have been rolling through but a massive step forward in reporting to help curb incidents or to be proactive in road repairs and near misses. Remember any damage to a truck or trailer needs to be reported before you leave the mill or site where damage has occurred.

Truck driver toolbox meetings have been more frequent this year. Drivers can be tricky to capture as a group but between Penola and the Mount Gambier yards; we have had about 80% each quarter present at the meetings. We have used these times to also update any mill inductions, watched the pine rollover training video from Alan Pincott. We have also invited our forestry supervisors and managers along for any input to improve our standards.

Our last driver toolbox we included the R U OK Day. This is our second time we have held it this year for our drivers as everyday you should be looking out for each other and making sure that in fact, are you ok? Generational change is hard but I can see just from the workforce that we employee, drivers, mechanics, operators and management staff are all looking out for each other and the respect shown towards each other is top notch.

Few new drivers kicking around lately which is always good to see. Tobi Benter and Terry Moore both from Portland way have fitted in nicely. Grant Foster has had a couple of new drivers come in too, Ackers and Dale Clark have jumped in and both fitting in well. All our sub-contractors are treated like our drivers with inductions and the compliance systems in the trucks are the same which we have full access of. Makes it a lot smoother for us to schedule and keep all the compliance matters in check and have the same reporting systems to align together.

We have our mass and maintenance management audits this month, Kessah and Harley have been double checking our records etc. to ensure we are on top of every unit. We run Gearbox for our workshop maintenance and sitedocs for reporting faults or booking in for service work. The girls align the requests with the reporting so we keep everything in date and order. Fingers crossed we haven't missed anything!

The post market has been dead but the last couple of months we have had a few loads for Timberlands and now cutting some for OFO at Kramers T1. Brent Reddan and myself have tackled these and good to see a few shorts moving!

Lastly, Jim Thomson's passing has hit home for many. We had our R U OK Day 4 days before he passed and it just doesn't seem fair. Jim had driven a truck for us a few years ago and had come back this year loading out trucks at our OFO clear fall operation. Jim knew many people in the industry and had a good repour with many.

Many long faces followed so we decided to hold a catch up in our Mount Gambier workshop. Was great to see 5 separate companies all come together for a snag, drink and a simple chat. Rest easy Jim.

Well Christmas is just around the corner, please drive safe, hug your loved ones at night and LOG ON.



# REDDOGS WORKSHOP WRAPUP

Where has the year gone! We are approaching October, and it feels like March. So much has happened over the last 6 months that has been both challenging and rewarding that it is hard to recap.

I have been very fortunate to have Matt Tilby sit opposite me in the office for the last seven years and we have taught each other a lot over this period. The phone call I received to explain the situation he finds himself in currently, dropped me to my knees. Matt has contributed to our company in so many ways, and we are forever grateful for this. He is fighting the fight in typical Tilby fashion, and we are all hopeful he can defy the odds and beat this terrible scourge. When you put things in perspective life isn't so bad sometimes.

After 17 years of delivering timber around the southeast and western Victoria Les Marcus has hung up his binder bar for the last time. You can set your watch by Les as he has always been super reliable in his work ethic and efforts. Les finishes with an unblemished record in many ways and we will miss his calm demeanour and cheeky grin around the forest. We wish you every happiness in retirement, Les. You have earned it.

The recent passing of our work colleague Jim Thompson was deeply saddening. Jim previously drove trucks for us in his first stint at Merrett Logging and was from the old school of operating. For the last 7 months Jim had taken on the Loader role in our OFO clear fell operation. We pass our deepest condolences on to Jims family and friends.

Another big loss to the team is Kate Braun who has recently taken the plunge into owning her own business. Kate has headed up the Admin team in front of house and her bubbly personality and big smile will be missed. We wish Kate every success in her new venture.



On September the 11<sup>th</sup> we held toolbox meetings at every site across the company to embrace the RUOK day initiative. Many conversations were had amongst staff along with a few well earned donuts. We spend a large percentage of time with our work mates and it is vitally important that we keep an eye out for one another, check in , and if anything seems out of the ordinary stop and have a quick chat and remember we have several support mechanisms in place which are accessible through the sitedocs app platform which is anonymous to use. It shouldn't need a particular to enforce the importance of everyone's mental health, but it also can't hurt to raise the issue whenever we can.



# REDDOGS WORKSHOP WRAPUP

On the workshop front the boys have had their clackers hanging out with numerous breakdowns to harvesters and forwarders alike. Both Komatsu 895s had major boom failures, we brought Nottys 1910e in for an on time re pin and bush of the boom, track rollers to H2 , a head rebuild for Jase's 616c and a chassis repair to Scott McNallys 1910e has kept the boys on their toes along with the regular service and repair work.

Harley and the truck gang have also had a fair run of maintenance items both planned and unplanned to keep their dance card full. This year we have had 4 at Tafe in a hit which has been difficult to maintain the output, but we are now nearly through this period. This will bolster our manpower from now on and make life that little bit easier.

The Mount Gambier depot has really started to hit its straps under the guidance of Harley and Crooky. We had a few issues to iron out with both the site and the management of information and communication, but we have now turned the corner. We still have some finishing touches to get this complete, but it will happen.

The Green Triangle Timber Industry Awards are being held on the 24<sup>th</sup> of October, and we are pleased to have five employees through to the finalist's stage. Mitch Baugh, Adam Sealey, Kessah Moore, Kev Gritton and the silver fox Snow Merrett have been nominated for individual awards while the Merrett Company is in the running for the group safety award. The awards night which is held every two years is a great chance to celebrate people's efforts and excellence in their field which can go unnoticed by some. We have some extremely talented employees who should be rewarded for their day-to-day efforts. Well done guys and good luck!!



## UPCOMING BIRTHDAYS OCTOBER

- 2<sup>ND</sup> - CRAIG PLOENGES
- 6<sup>TH</sup> - ANTHONY WHITE
- 11<sup>TH</sup> - BEAU SHINNICK
- 13<sup>TH</sup> - BRODIE FOSTER
- 13<sup>TH</sup> - JAKE KLEMM
- 18<sup>TH</sup> - MITCH IRLAM
- 20<sup>TH</sup> - ROBERT PREECE
- 21<sup>ST</sup> - TOM CLAYFIELD
- 29<sup>TH</sup> - CAMO BARKER

## NOVEMBER

- 1<sup>ST</sup> - NED SKEER
- 10<sup>TH</sup> - CONNOR CLARK-MURPHY
- 10<sup>TH</sup> - GUS ECKERMANN
- 15<sup>TH</sup> - ADAM FITZPATRICK
- 16<sup>TH</sup> - TONY MCNALLY
- 26<sup>TH</sup> - MATTHEW TILBY
- 27<sup>TH</sup> - RICK MCQUADE
- 28<sup>TH</sup> - HARLEY DUNN
- 29<sup>TH</sup> - TAYLOR LATCHAM





# AROUND THE JOBS WITH JR

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With three-quarters of the year gone and Christmas just around the corner, it's hard to believe where the time has gone. The football season has concluded, and spring is well underway.

Overall, the Woodflow side of the business has remained steady, despite several mills shutting down for various reasons over the past few months. It has been a challenge to maintain the flow of wood in the right direction and to keep all the trucks busy.

We have had many changes in recent months, with numerous moves for our operators. Hopefully, the time leading up to Christmas will see us not moving too much.

The two clear fall jobs for Timberlands continue to be the hot spots in Myaring West and Nangwarry Central, with crews working there during the winter months. The T1 has found its home in Redfurn, while the T3 has been at Byjuke and Beachport.

We have picked up a couple of extra jobs for OFO, a couple of T1 jobs.

Bluegum has been problematic again, with Midway only just starting back up again. SWF has been beneficial for us during the winter months, but there has been a considerable slowdown over the past month. We are still working on a plan to find more work.

## **Timberlands - T1 – Redfurn**

With our two T2 jobs finishing up (Paramount and Penola North) early this month, we have found ourselves in Redfurn. Redfurn has been a busy place with 6 guys chopping and 3 on the forwarders. Instead of having one crew, we have split them up into 2 crews. This allows us to spread the trucks evenly over the job and to keep us hitting our quota. The crew have been cutting export 3.9/5.9's which is heading to Portland. We have some 700 hectares to do in Redfurn, so we will be there for some time.

## **Timberlands -T3 – Byjuke**

The crew has been in Byjuke for a few months, where we cleaned up a couple of sections. The bush has been challenging with the size of the trees. Plenty of 3.7m McDonnells come out of the bush. We have had a good mix of Log and Export, and also included some 3m posts. We will be looking to tidy up Byjuke by the end of the week. Some of the crew will head to Beachport next.

## **Timberlands – T3 – Beachport**

Beachport has been quite challenging due to the many wind-blown trees throughout the plantation. The crew has had to clear the paths several times to allow access to the harvest site. Timberlands will fly a helicopter over the area to assess the extent of the wind damage. It has been a slow process for the team. Once Byjuke is complete, we will send another harvester that way to expedite the process. There is a consensus that we may be working in this area for an extended period.



# AROUND THE JOBS WITH JR

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## **Timberlands – CF – Myaring West**

We have spent the entire winter in Myaring for the second consecutive year, which highlights the lack of rainfall we have experienced over the past two seasons. The crew has been achieving good results each week, allowing the guys to take an extra day off occasionally. We have also had to perform additional wind salvage work in the plantation due to strong wind events. There has been a good volume of logs coming off the job, and chip have also been in demand. The next planned move is to Penola North on the Border Rd.

## **Timberlands – Nangwarry Central – CF**

Nangwarry Central continues to produce a significant amount of wood. The bush conditions are favorable, particularly for log, but we are facing challenges in meeting our chip quota. We have adjusted our cutting methods, but finding the right balance has been difficult. At times, we have had to slow down the crew due to the abundance of good trees and the temporary closures of the mill. There is still a substantial amount of work to complete, and we expect to be here for the next couple of months. Afterwards, the crew will head to Inverell.

## **OFO – T1 – Caroline HQ**

The Caroline HQ crew has been steadily making progress over the past month. The main task involves producing on-site wood chip, with a small quantity of domestic logs being sent to McDonnells. The area of bush is quite limited in some sections, so the crew is focusing on cutting straight chip. OFO has been happy with our progress, and our next job will be at Bray, near Robe.

## **OFO – T1 – Kramers**

The Merrett team is working on a new block near Edenhope, a plantation that has never been harvested before. The harvest area is very good T1, with plenty of wood being chopped and minimal slash in the bush. Although it's still early days, everything is progressing well, and we have good haulage for the trucks. The operation involves a mix of log, export, and posts to keep everyone on their toes. We have 200 hectares to cover, so we will be working in the area for quite some time.

## **OFO – Railway Reserve**

The Clear Fall crew has now settled at Railway Reserve after a brief stay at Bruhns. The new job site is located just south of Tantanoola. The terrain is very flat and poses no obvious hazards. In recent weeks, the quota has decreased, but the team has seen plenty of trucks passing through the area. With the mills set to reopen in the coming weeks, the quota is expected to return to normal. The crew will be working at this location for the foreseeable future.

## **Midway – Holmes**

The crew down at Mumbannar have been making progress. The plantation has its fair share of Koalas in the harvest area. The guys were self-spotting but the Koalas have now become more of an issue so Midway have put a spotter in there to help the harvesters negotiate the bears. There are probably two or three weeks left at Holmes. Still working on a plan for the next job.

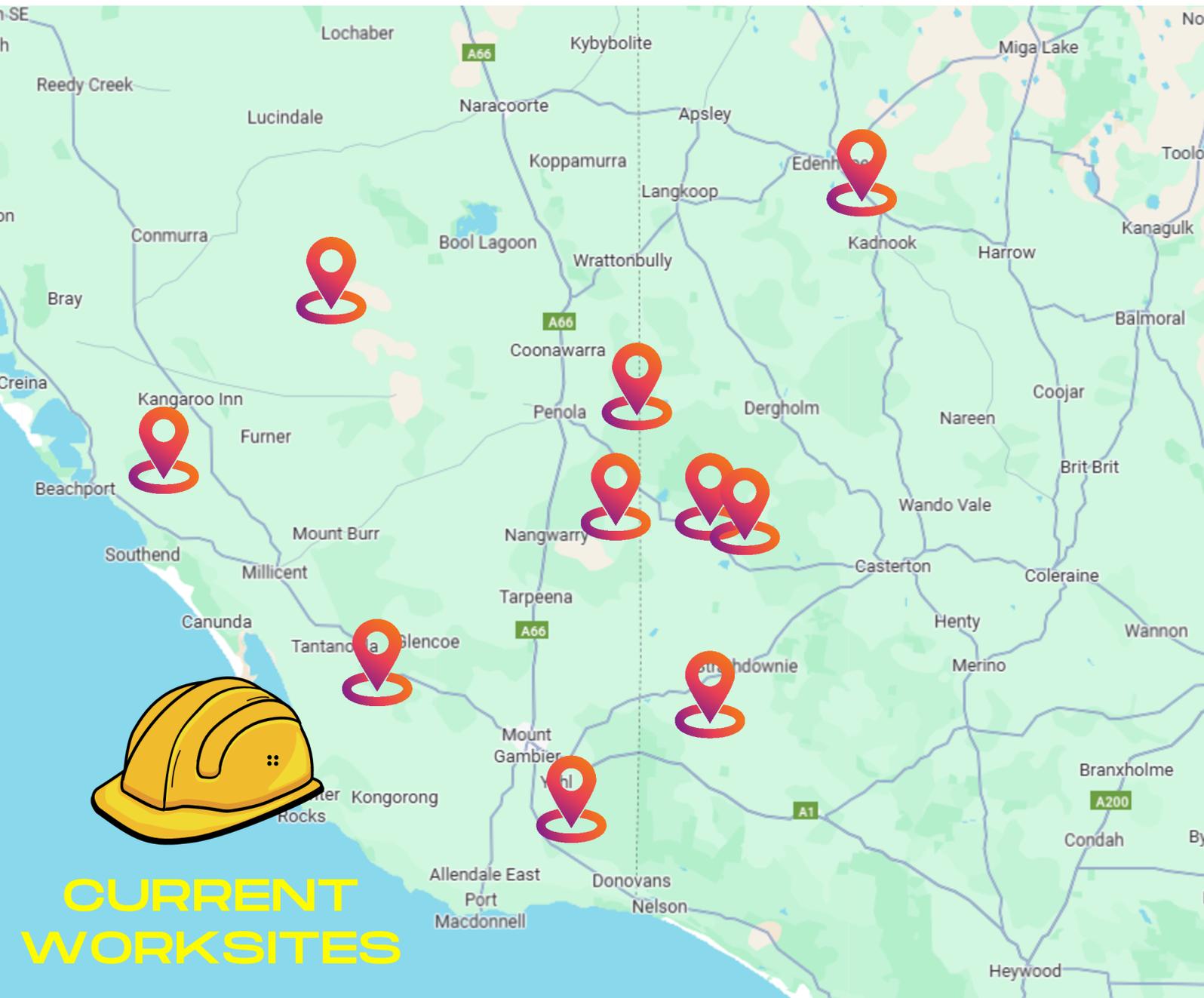


# AROUND THE JOBS WITH JR

## Thank you

I would like to extend my thanks to the operators who have been changed around due to the locations of specific jobs. I also want to thank all the crews for their hard work over the past few months, especially given the changes we have made. I appreciate your patience and understanding during this time.

Our deepest sympathy goes to Jim Thomson's family, who tragically passed away earlier last month. Matt Tilby and his family are facing a difficult time due to Matt's illness. Matt has been a great mentor for me and has left a huge void over the last few months, which our team is still trying to manage. With Tilb's positive attitude and sheer determination, he is the one person who can beat this disease.



# KEYS SAFETY SUMMARY



The last six months have thrown plenty at us, but we've also kicked some big goals along the way.

We've had to deal with wild weather, multiple changes in harvest locations, and getting ready for the fire season. None of it has been simple, but we've all shown the grit and flexibility needed to keep things moving safely and professionally. It says a lot about the operators, truck drivers, and mechanics we've got out there doing the hard yards every day.

One of the big achievements in this period was getting our new Mount Gambier depot up and running. With around half of our workforce based in Mount Gambier, the new site is a major step forward and gives us an extra strong base to support both our people and our gear. A big thank you to everyone who rolled up their sleeves to get it done – it was no small effort.

On the compliance and safety culture front, we should all be proud of the recent audit results – a perfect 200 in the OneSafe audit and 99.12% in the FOSP audit. These are incredible scores that reflect everyone's effort and buy-in. They also gave us some good pointers for improvement, which we'll keep working on moving forward.

We've also been investing in building our safety capability. Both Kessah Moore and I have now completed ICAM training, giving us stronger tools to investigate incidents properly and learn from them. On top of that, I've also completed the two-day Care Factor training, which reinforces the importance of culture, leadership, and keeping safety real in the way we work.

Another standout has been the way hazards and incidents are being reported. Getting things raised early and acted on quickly makes a real difference, and it's proof that our reporting culture is alive and well.

When it comes to wellbeing, we marked R U OK? Day with conversations not just in offices, but out where they matter most – in trucks, sheds, and on site. It was a good reminder to check in on each other, especially as we continue to feel the impact of the recent loss of our workmate, Jim. Please remember support is always there – through EAP, Lifeline (13 11 14), Beyond Blue (1300 22 4636), or the Black Dog Institute.





# KEVS SAFETY SUMMARY

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We're also facing some difficult news, with our much-loved mate Matt "Tilbs" Tilby recently diagnosed with brain cancer. Tilbs has had a huge influence on our business and the wider industry over many years. His professionalism, good humour, and steady leadership have left a lasting mark on just about everyone he's worked with, and he continues to inspire us with the way he's tackling this challenge.

In true Tilbs fashion, the response has been nothing short of inspiring. Team Tilby recently took part in the Walk for Brain Cancer in Adelaide, raising just over \$40,000 for brain cancer research. That's a huge effort and a clear sign of the respect and support Matt has right across the industry and the wider community.

## Looking Ahead...

Heading into the next quarter, the focus shifts to bushfire readiness – making sure crews, gear, and systems are sharp and ready to go. Fatigue management will also be front of mind, with the beginning of daylight savings and year-end work pressures stacking up alongside family and social commitments.

October is also National Safe Work Month, which gives us the chance to reflect on what safety really means day to day. A highlight in recent months has been the way operators, drivers, and mechanics are taking greater ownership of safety – from positive safety observations being logged to crews calling out safer ways of working. This kind of initiative shows that safety isn't just a management responsibility – it's something we all own together. National Safe Work Month is the perfect time to keep that momentum going.

As always, continuous improvement stays on the radar, with follow-up from the recent audits guiding our next steps. Thanks again to everyone for the way you've approached the last six months. It hasn't been easy, but you've kept safety, professionalism, and looking out for each other at the centre of everything we do.



All year, we talk safety.  
**In October,  
let's get louder.**

**Safe Work Month**

October 2025





# KESSAHS COMPLIANCE

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## Compliance & Technology

As September wraps up, we are gearing up for an important visit in October, with the auditor arriving to review our NHVR records. This will cover everything trucking-related as we work toward renewing our accreditations. We're proud to share that Merrett Logging continues to maintain NHVR Accreditation across all three critical areas: Mass, Maintenance, and BFM (Basic Fatigue Management). This means more flexibility and fewer constraints for our drivers. In fact, 29 out of our 33 drivers now hold their BFM certificates—giving them the freedom to drive without the pressure of tight timeframes. This is a huge win for both safety and operational efficiency.

### Overload Reduction: A Success Story

A big shoutout to our drivers for embracing our lower loading ranges! The goal? To reduce the risk of overloads—and, it's working. While the elusive "zero overloads" is always our target, we've made incredible strides this year. Merrett Logging is on track for the lowest overload percentage we've seen in a long time. That's no small feat, and it's all thanks to the diligence and care our drivers put into their work. Keep it up, team!

### Training & Growth: Building a Skilled Workforce

Excellence in operation doesn't happen by accident. Congratulations are in order for Darren Harris and Tobi Benter, who recently completed their assessments for their loader tickets! This adds to our impressive record—over 90% of our drivers now have competency in loader operations, making our team one of the most diverse and skilled in the industry.

### Behind the Scenes: NHVR's New Permit Process

Looking ahead, we're keeping a close eye on the changes coming from the NHVR. They're overhauling the permit assessment process, aiming for a faster, more cost-effective approach. And here's the exciting part—Merrett Logging has been selected to participate in the trial for this new process! We'll be providing feedback to assist with fine-tuning the system, which is slated for a full rollout in 2026. We're thrilled to be at the forefront of this change!

### Technology: Next-Gen Safety with Seeing Machines

Innovation never stops at Merrett Logging. We're excited to announce that the first of the next generation of Seeing Machines Guardian units will be arriving in October. This cutting-edge technology promises to improve the accuracy of reporting on driver distraction and fatigue events, while significantly reducing false positives. Plus, the new system includes alerts that help drivers self-coach their driving habits—another step toward even safer roads and better performance.

### Farewell, Kate!

We're saying goodbye to Kate, and I couldn't let her go without a proper shoutout. Thank you, Kate, for the laughs, the coffees, and—of course—your incredible expertise with Logr and Gearbox and all things admin. Your support, knowledge, and great sense of humour will be truly missed around here.

Wishing you all the best in your next chapter at Salt & Co!



Just like that spring is in the air, the footy has wrapped up and it's time to get the fishing rods – and if you're a ginger like me, sunscreen out.

This year has absolutely flown by – As most would know by now, I returned to Merretts at the beginning of the year after spending a year away with my wifes family on the far west-coast. It was hard to leave, but it was something as a family we wanted to do. This is part of the reason I love working here. Snow, Pat & the boys understand the importance of family and friendship. I can't express my thanks to them enough for letting us try something different and welcoming us back.

Since my return, I've had a change in role which I'm loving. I've been living out of Johns pocket and helping out with the Timbermatic mapping & file handling in the machines, along with a few other bits and pieces thrown in. Having previous experience in dealing with the various products we harvest and haul has definitely given me a leg-up, but it has definitely been sharp learning curve. I'm keen to continue to build my knowledge around the harvesting side of things and hopefully have some meaningful impact on the company!

One area in-particular that has been a focus is the quality assurance of the products we are cutting. I feel we do a pretty exceptional job in this regard, but it's obviously important that we continue to maintain the high-standards that have been set.

Daily control checks form a massive part of this. We've slowly raised the bar as the year has gone on in terms of having KTR files come in daily as per customer requirements. Going forward we'll be monitoring these weekly and trying to drill down on any issues of over/under measuring of lengths and diameters. It's important that if you suspect there could be mechanical issues creating problems to get in touch with John/Tyson and see what we can do.

#### **Some key-points to remember when completing KTRs:**

- Tree selection is vital. Ideally, you want to select a nice uniform stem that can be processed down to the smallest possible diameter without breakage.
- Do not use the find-end function or topping saws.
- The more stems measured the better. This can help paint a clearer picture of any faults in the head that might be occurring when measuring.

Our efforts in this space are definitely not going un-noticed. Keep up the good work!

Lastly, I'd like to make quick mention on the year so far as a whole. It hasn't been easy in more ways than one. Continue to treat those around you with kindness and respect. We all have things outside of work that can weigh on us – Make sure you are looking after yourself and those around you and don't lose sight of whats really important in life!

Log-on

Wids



# TOMS TWO BOB

What a busy few months we've had!

## Pre-Starts – Setting Up for Success

Daily pre-starts are our first line of defence against incidents. Take the time to check your Machines and PPE before starting work. A 5-minute inspection can prevent costly downtime and injuries. Remember: report any faults immediately – don't wait until it's too late. The uptake of completing pre-starts has been impressive to see – lets work towards having 100% completion!

## Audits – Keeping Standards High

Audits aren't just a compliance requirement – they help us identify small issues before they become big problems. As everyone would've seen we have had attack fire going around to worksites completing fire extinguisher and temperature testing.

Now that a lot of jobs have settled, I will be getting around to more sites to complete audits.

### Key Reminders:

- Complete pre-start checklists daily.
- Complete Fault reports if any issues are found
- Check First Aid Kits and equipment and let Management know if anything has been used.

## Job moves and Job Risk Assessments

Over the last few months, we have had a significant number of moves. Thank you all for checking over paperwork, signing on and completing operator inductions. This ensures that we aren't missing anything when these moves (that often happen very quickly) happen and we have all bases covered. I believe that this is something we have improved on significantly recently but is something we can always work on.

As we come towards the end of the year let's make sure, we keep our high standards and safely make it to a well-earned break.



# REVVING WITH HARLEY

We are getting close to that time of year again... the Australian summer of cricket is fast approaching, the best time of year.

The haulage maintenance teams in both Penola and Mount Gambier have been cracking into it of late, to reiterate Reddogs words, some items have been planned and others unplanned, just the way the cookie crumbles. On the Mount Gambier front, Crooky has stepped up and provided some leadership and direction to the team down there, we've introduced annual inspections into the flow of regular maintenance and servicing, this has been a fairly seamless transition and has taken some pressure off the Penola depot, who were handling all annual inspections prior to this. The new workshop has enabled some further growth into all areas of haulage maintenance and the boys have got it set up and running efficiently. Well done guys!

Back in Penola, the boys have been busy punching out numerous inspections and repairs in preparation for our NHVR audit in October, this audit is uber critical to our operation and we hope to pass with flying colors. We have hosted a couple of work experience kids in recent months, Henry in Penola and Lachie in Mount Gambier, its important we continue trying to foster the next generation of aspiring mechanics. Henry completed a second stint with us during the last lot of school holidays and showed some great signs for a young fella. Recently we have welcomed Riley Briggs to our maintenance team full time, progressing from being a "Bar Boy", Riley is currently working as a trade's assistant in our Penola depot, he will start his apprenticeship as a heavy diesel mechanic next year.

To conclude, it's been a busy period on the maintenance front, a few lads have opted to work a number of Saturdays to keep on top of different items, as well as continuing to knock out inspections on trucks whilst they are sitting idle, so thank you to those who have raised their hands and gone the extra mile of late, its defiantly noticed and appreciated. As we approach the final push for the year, lets keep an eye on one another, take extra care in all our roles and get through the last few months unscathed.