

# Hawkeye on Health, Safety & Environment



## Dec 2023

WORKING TOGETHER  
TO PROTECT EACH OTHER  
& THE ENVIRONMENT  
FROM HARM

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## Message from the General Manager

Kai ora koutou,

I just want to say huge thank you to all staff, contractors, workers, suppliers, stakeholders and customers that have supported Pan Pac through one of its most difficult periods post Cyclone Gabrielle....you are all legends and part of an extremely, professional and resilient business and community.

I am so proud of the capability of everyone to adapt to the changed environment we found ourselves in on February the 14<sup>th</sup>. It's been tough, professionally, personally and financially for many of you but you have rolled your sleeves up and got on with the job at hand and worked hard to get Pan Pac and your own operations back on their feet.

I believe we have been able to navigate our way through this safely due to the underlying care we have for each other and the environment. Many of you have had to work in extremely difficult situations (mud flows, windthrow, narrow and broken roads to name a few), you have used your immense skill and experience along with best practice safety management, to identify the risks, mitigate them and where possible eliminate them.

Supporting this work has been strong collaboration and communication within teams and across businesses to ensure responsibilities and expectations are clear and reinforcing that no job is worth doing if it can't be done safely.

As I am sure we are all pleased to see the back of 2023, we do look forward to 2024 with some anticipation and excitement as we:

- Restart our sawmill operations from early January through to March and
- Restart our pulpmill operations from mid-February through to October 2024.

This is the culmination of an immense amount of work by our mill site staff and contractors and commitment from our shareholders to rebuild and restart, so a special shoutout to everyone that has been involved in that project.

Finally, I would just like to wish you and your families all a very safe and happy Christmas and New Year. If driving, take plenty of time and drive defensively, if enjoying the odd beverage do so in moderation but most of all enjoy the break, take care and stay safe.

Tim Sandall



# Keep Calm at Christmas

With Christmas just days away and 2023 about to draw to a close it's time to acknowledge what an unusual year it's been and all the hard work everyone has put in.

We all deserve the opportunity to have a break, enjoy our friends and family, over indulge in a treat... whatever that is!

## Christmas Traps or Christmas Opportunities?

Christmas can be a stressful time of year for many of us for a variety of reasons. Lets check out some common traps because we can turn them around and make them FUN!

**#1 Food** – for some variety and plentiful food is a family tradition and can result in overspending, waste and weight gain.

Sit down and work out a menu plan. Keep in mind, you can divide up the plan so each adult has a 'bring' list or what I like is to check out what I can do with leftovers to re-use the food.

Try putting the food away once the meal is done, you're less likely to pick at the left overs (even though you're full).

Overindulging in treats – many of us have the 'strength' to avoid this, but if you don't, that's okay. Do remember that your body needs good fuel to keep up with the kids and holiday activities. Make sure you get plenty of quality food as well.

[Leftovers Chelsea Winter \(link\)](#)

**#2 Alcoholic Beverages** —Kiwis are getting smarter and avoiding the old-fashioned drinking culture. Tipples can however become a daily occurrence when we're socialising in summer and result in 'holiday fatigue' because we're not getting all the nutrients we need.

Remember its important to;

Regularly hydrate with water, limit your alcohol amount when its hot.

[0% \(link\)](#)

## #3 Sun, Sand & Surf

There's nothing better than spending a summer's day in the great outdoors. Our southern hemisphere's sun's rays are incredibly strong and our UV rating is increasing due to ongoing damage to our ozone layer. Remember these SUNSMART rules:

**Slip** on clothing as much as possible

**Slip** into the shade when you can

**Slop** on sunscreen, at least SPF 30

**Slap** on a hat

**Wrap** on Sunglasses

## #4 Spending Outside your Means

With the rise in the cost of living, this year its going to be easy for spending to spiral out of control. Talk with the family about how this can be handled.. we're all in the same boat!

Limit using the credit card, try a cash only Christmas.

## #5 Being Alone

Do you know someone who recently moved to town, lost a loved one, isn't able to get home due to work? Or is this you? Reach out 'busy up'.



### Hint:

**Ham** – cut as you go, leftover ham is then 'whole' and can be cut into sizes for hamsteaks or kebabs on the BBQ.

**Turkey or Chicken** – I make up a casserole sauce the next day, combine it all while cold and freeze for a winter warmer meal. You can also finely cut stuffing & meat, combine with spring onion and mayonnaise for a great sandwich.

*Chelsea Winter & Alison Holst have some great recipes for re-using left overs*

### Hint:

Try alcohol-free spirits, beers and wines or gut-loving drinks such as Kombucha.



### Hints:

- 1:1 gifting. do a hat draw to pick your person.
- Play the swapper game! Kids love this too! Set the spending limit, each person brings one wrapped gift. Roll the dice for who goes 1<sup>st</sup>... Pick a present or steal someone elses when its your turn and watch the competition begin.
- Recycle unused presents.

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# SAFETY

## It's a People Industry

**Our industry operates in a rapidly changing environment, where there are 2 constants;**

- We're challenged by the weather (wet or warm) and resulting conditions
- We are an industry that have and require highly skilled, competent and practical people

As we develop into our safety maturity and look to explore safety approaches its important that we integrate philosophies or programmes that will deliver value to our people, our business and are simple to apply.



We've accepted at all levels that there's a difference between "Work as imagined vs Work as done". How do we solve the gap?

### 4D's

An approach that adds value, is simple and effective is;

- **DUMB:** What doesn't make sense to you about the work we are doing or how we are doing it?
- **DIFFICULT:** What tasks do you find difficult or hard to do well?
- **DIFFERENT:** What has changed or is changing relative to how things are usually done or should be done?
- **DANGEROUS:** What feels risky to you about the work you do?

You can see from the questions that our people are put at the heart of our business.

Is a simple philosophy that the people doing the work know very clearly what is dumb, difficult, different and dangerous in what they do. Our people are adjusting daily to changing environments, machinery and all manner of things. They are also the ones that have spent time thinking about how to overcome or solve the problems they face.

**So, the big question is "why don't we involve them more in the practical process of safety?" Here's our chance!**

In one easy conversation we can ask 1 or more simple questions. We just have to be prepared to;

- hear that there are some things we got wrong over the years!
- talk about what would work and agree a change
- implement the changes

For Managers one of the benefits of the feedback is a conversation, it doesn't have to be a learning from hurting our team or a bang on our ego, its' curiosity vs criticism. On the other hand our biggest challenges can be 'time' or getting the right people together.

**This brings us to our 2<sup>nd</sup> approach— Learning Teams**

'Learning Teams' are a newish name for something that we should be doing anyway. They are simply a multi-disciplinary team and include people that do the job or identified the gap.

**Why does this approach work?**

- The people that are doing the job want to be safe, they want their solutions to be simple and put into practice.
- Multi-disciplinary teams can take a basic idea, work out the gaps, improve it and provide an outcome that's stronger from being through the fire of the team.

**Why is this approach also hard?**

- Because it's about people, guiding their strengths and working together. The 'person in charge' needs to be a coach.
- When it comes to our high risk industry and continuous improvement we really can't afford to not take the time.

**Want to know more?** One of the best coaches in this area is Brent Sutton, located in Auckland he's a Kiwi worth listening to. Check out some of his podcasts [Podcasts - Learning Teams & 4 Ds](#)

# Health and Well Being—Your Scales

**We hear a lot about Well-being these days. Do you ever wonder Why? Or have questions like What is it? How do I know?** *Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and the ability to manage stress. More generally, well-being is just feeling well.*

We're used to knowing and understanding our physical well-being. We know when our body is in good health so we can identify when we aren't and take action.

We often don't as easily understand when our mental (happiness) or financial (prosperity) well being isn't in good health. To do this we really need to know what our okay is. Once we know our okay we can put proactive buffers in place to maintain our okay or recognise when we aren't and take action.

## Why is it important to check our mental and financial situations?

Financial pressures are one of the leading causes of stress and or divorce. Mental health and well-being helps us get through a life lived not a life endured. There's another thing though, outside of smoking and drugs stress is one of the leading causes of physical and mental ill-health and can also lead to financial ill-health.

So, its important to manage our whole self – mental/physical/financial

Try the rating scale below, keep it on hand and check it out regularly – What is okay for you?



1	Imagine a ladder with steps numbered from 1 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel your stand?	1 2 3 4 5 6 7 8 9 10 Poor Excellent
2	On which step do you think you will stand about five years from now?	1 2 3 4 5 6 7 8 9 10 Poor Excellent
3	Overall how satisfied are you with life as a whole these days?	1 2 3 4 5 6 7 8 9 10 Not Satisfied Satisfied
4	In general how do you rate your physical health?	1 2 3 4 5 6 7 8 9 10 Poor Excellent
5	In general how do you rate your overall mental health?	1 2 3 4 5 6 7 8 9 10 Poor Excellent
6	For at least the past 6 months, to what extent have you been limited because of a health problem in activities people usually do?	1 2 3 4 5 6 7 8 9 10 Not limited Severely limited
7	Overall, to what extent do you feel the things you do in your life are worthwhile?	1 2 3 4 5 6 7 8 9 10 Not worthwhile Completely worthwhile
8	I understand my purpose in life.	1 2 3 4 5 6 7 8 9 10 Strongly Disagree Strongly Agree
9	I have a sense of direction and purpose in life	1 2 3 4 5 6 7 8 9 10 Strongly Disagree Strongly Agree
10	I always act to promote good in all circumstances, even in difficult and challenging situations.	1 2 3 4 5 6 7 8 9 10 Not true of me Completely true of me
11	I am always able to give up some happiness now for greater happiness later	1 2 3 4 5 6 7 8 9 10 Not true of me Completely true of me
12	How often do you show someone in your community that you love or care for them?	1 2 3 4 5 6 7 8 9 10 Never Frequently
13	I am content with my friendships and relationships	1 2 3 4 5 6 7 8 9 10 Strongly Disagree Strongly Agree
14	My relationships are as satisfying as I would want them to be.	1 2 3 4 5 6 7 8 9 10 Strongly Disagree Strongly Agree
15	How often do you feel lonely?	1 2 3 4 5 6 7 8 9 10 Never Always
16	How would you describe your sense of belonging to your local community?	1 2 3 4 5 6 7 8 9 10 Very weak Very strong
17	If you were in trouble, do you have relatives or friends you can count on to help you whenever you need them, or not	1 2 3 4 5 6 7 8 9 10 Never Frequently
18	Are you satisfied or dissatisfied with the city or area where you live?	1 2 3 4 5 6 7 8 9 10 Not Satisfied Satisfied
19	How often do you worry about being able to meet normal monthly living expenses	1 2 3 4 5 6 7 8 9 10 All the time Don't ever worry
20	How often do you worry about safety, food, or housing?	1 2 3 4 5 6 7 8 9 10 All the time Don't ever worry
21	Please imagine the top of the ladder represents the best possible financial situation for you, and the bottom of the ladder represents the worst possible financial situation for you. Please indicate where on the ladder you stand right now.	1 2 3 4 5 6 7 8 9 10 Poor Excellent
22	In general, how happy or unhappy do you usually feel	1 2 3 4 5 6 7 8 9 10 Extremely Unhappy Extremely Happy
23	During the past two weeks, how often have you experienced positive emotions such as joy, affection, or hope	1 2 3 4 5 6 7 8 9 10 Never All the time
24	During the past two weeks, how often have you experienced negative emotions such as sadness, worry, or despair?	1 2 3 4 5 6 7 8 9 10 Never All the time

## Health and Well Being— Mates 3 Step Plan

Now we've identified what's okay for us, lets work on what our plan might be. For each of the boxes below, consider;

- **I got this** – knowing how to respond safely to my own distress, I've done this before.
- **I'm coping** – I have safe and healthy coping activities.
- **I need to respond** – I need to use safe and healthy coping activities to calm my reactions and FACE the situation.
- **I need to think** – I need to stay objective during my times of distress.
- **I need support** – I need to ask someone to help me FACE.
- **I need help now** – I need someone to help me now.



CAPTURE – 'I've got this'	SIGNALS of distress

Coping Activities that will help	Options to stay objective

PEOPLE my supports	EMERGENCY contacts

HELPING OTHERS
<ul style="list-style-type: none"><li>• Face their distress</li><li>• Acknowledge their distress</li><li>• Check on their coping</li><li>• Encourage support</li></ul>



# FORGETRY

## BLIND SPOT

How many times have we experienced a close call with another vehicle and thought wow, I didn't see that coming? Driver error associated with blind spots are a leading cause of road accident injuries and fatalities.



**A blind spot is an area around the vehicle that can not be directly observed by the driver.**

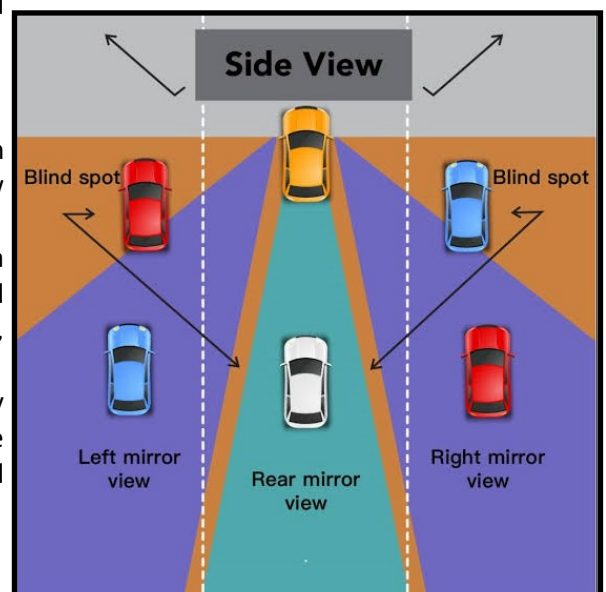
Blind spots can occur to the front, rear and sides of a vehicle, and vary in size depending on the type of vehicle. Generally, the larger the vehicle, the larger the blind spots.

It is critical to know where the blind spots are located for the vehicle you are driving. If you are not familiar with the vehicle, take the time to know where the blind spots are and how they will affect your ability to detect and react to hazards, such as pedestrians, cyclists, animals, and other vehicles.

It is also important to consider where blind spots are located for the drivers of other vehicles you are sharing the road with, and anticipate them not being able to see you.

### Blind spot locations:

- **Front blind spot** – area of vision obscured by windscreen pillars, side view mirrors and the front of the vehicle.
- **Rear blind spot** – especially trucks. Area not covered by the rear-view mirror and may be affected by rear seat headrests, passengers and cargo.
- **Side blind spots** – area not covered by side-view mirrors and located either side of the vehicle, adjacent to the driver and passenger doors.



### How to manage blind spots:

- Adjust the rear-view mirror to give the best view directly behind your vehicle. Then adjust both the L and R side mirrors, so that when seated in your normal driving position, the sides of the vehicle are not in view. The sides of the vehicle should only be visible if you tilt your head L or R.
- If you are not familiar with the vehicle, take the time to learn where the blind spots are located.
- Always scan for hazards, move your head sideways to increase your field of vision and minimize side blind spots.
- Look over your shoulder to check for hazards in your side blind spots, but keep in mind this increases the risk of hitting the vehicle in front of you.
- Wait before you pull out to change lanes or overtake, to allow time for a vehicle in your blind spot to move and become visible.
- Signal early when turning, merging, or changing lane, to alert other drivers of your intended move.
- Be aware of other drivers' blind spots and avoid or minimize time spent in their blind spot. Do not linger when overtaking.
- Keep your field of vision clear of obstacles, both in front of you and behind you. Ensure your windows and mirrors are clean to maintain optimum visibility.
- Utilise blind spot monitoring systems, including visual aids, audible alarms, haptic feedback. Do not rely solely on mirrors and blind spot monitors. Make visual checks.



# FORESTRY

## FOREST HEALTH

The effects of the ongoing wet weather have not only caused havoc for forest operations. The wet, mild conditions have created a perfect storm for forest health issues, most visibly fungal diseases.

The red and browning canopies of the forest have been very noticeable throughout most plantation forests on the east coast and central north island this year.



So what is happening? Well, a couple of fungal diseases are on the loose. The warm, wet conditions have helped spread namely *Dothistroma* needle blight and red needle cast. These needle diseases defoliate the trees resulting in slower tree growth rates and therefore affecting forest productivity.

The diseases are nothing new, however it is the sheer scale of the outbreak that is concerning. The constant easterly weather has also pushed the wind-borne disease further west into the estate than we have seen before.

So what can we do? As far as forest management practices go, there are a couple of tools we can use. In younger stands we can prune or thin the stands earlier. This increases air flow through the trees, essentially drying out the canopy. Applying copper to the canopy is another option. Copper is a well-known fungicide and can be applied aerially. There are also ongoing tree breeding and research programmes for *Dothistroma* and red needle cast resistance and control.

With the continued uncertain weather patterns we are experiencing it is likely more disease and forest health issues will arise. We need all eyes in the forest to be vigilant of forest health, and if you see something different or changing, please reach out to your Pan Pac Supervisor or Co-ordinator.



# TRAINING

Achieved  
during  
Aug to  
Nov 2023

## Harvesting



Name:	Unit Std:	Name:	Unit Std:
Jack Hunt	24590, 30587, 6931, 24584, 6944	Jayden Bowers	1256, 27628, 6934
Luke Birch	27633	Luka Kyle	17769, 22994
Mate Ngarotata	27628, 30587	Hamish Parker	22995, 25788, 24575
Karawa Russell	30587, 6935, 24588, 24584, 6944	Ricki Young	6926, 6931, 6932, 24568
Shayne Plunkett	24574, 1224, 25788	Edward Broughton	22995, 22997, 27964, 27965
Liam Cooper	1221, 23411, 27634, 24568, 27964, 27965, 1224, 43, 6916	Jonathan Harris	6945
William Te Kahika	24584, 24590, 6944	Tyrell Nukunuku	23411, 6964, 3285
Malykai Tamai-Eria	1227, 6935	Paul Crowther	24579, 6916
Logan Smith	30583, 30584, 30585	Logan Soanes	17769, 17772, 22994, 24568, 6934
Bernard Jones	24577	Paul Kelsey	24568

## Roading



Name	Unit Std:	Name	Unit Std:
Donna Spark	3285, 17772, 17769, 22994	Maurice Reynolds	3285, 17772, 17769, 22994
Malcolm Rarere	3285	Mike Tai-Terekia	3285, 17772, 17769, 22994
Ethan King	3285, First Aid	Mike Powell	First Aid
Keith Kemp	First Aid	Gene Ropotini	First Aid
Josef James	Class 2 Full Licence	Casey King	Class 2 Full Licence

## Forestry



Name:	Unit Std:	Name:	Unit Std:
Anna Girvan	17769	Reece Lister	17772, 22994
Apisai Tavutunawailala	1221	Asaeli Waqatabu	1221
Henry Brown	1221	Isaia Cakaunivalu	1221
Jone Vuniyayawa	1221	Petero Tavaga	1221
Sainivalati Rariqi	1221	Sairusa Tauvakisa	1221
Sevanaia Bilovucu	1221	Suliano Kacikinakoro	1221
Tevita Siga	1221	Daphne Maxwell	1221, 24575
Keleto Kadi	1221	Louis Raroa	24575, 1221
Logan Patterson	24588	Callum Newman	28561

## FIRST eDNA SAMPLES TAKEN FOR NEW PROJECT

Did you know that the biodiversity in and around a river's ecosystem can be revealed by analysing the DNA in its water? Last week, Dan Fake, Aimee Van (comms) and James Powrie headed out to the Pākuratahi catchment to take the first environmental DNA (eDNA) samples as part of the Pākuratahi land Use Study Part 2.

Check out the eDNA results wheel from another site in the country – all of these species are detected from a water sample. In this study, we'll use these to see the difference between 3 similar sized streams with different land uses in the Pākuratahi catchment –(native forest, pasture and pine plantation) and see how these communities change over time and over a forest rotation.

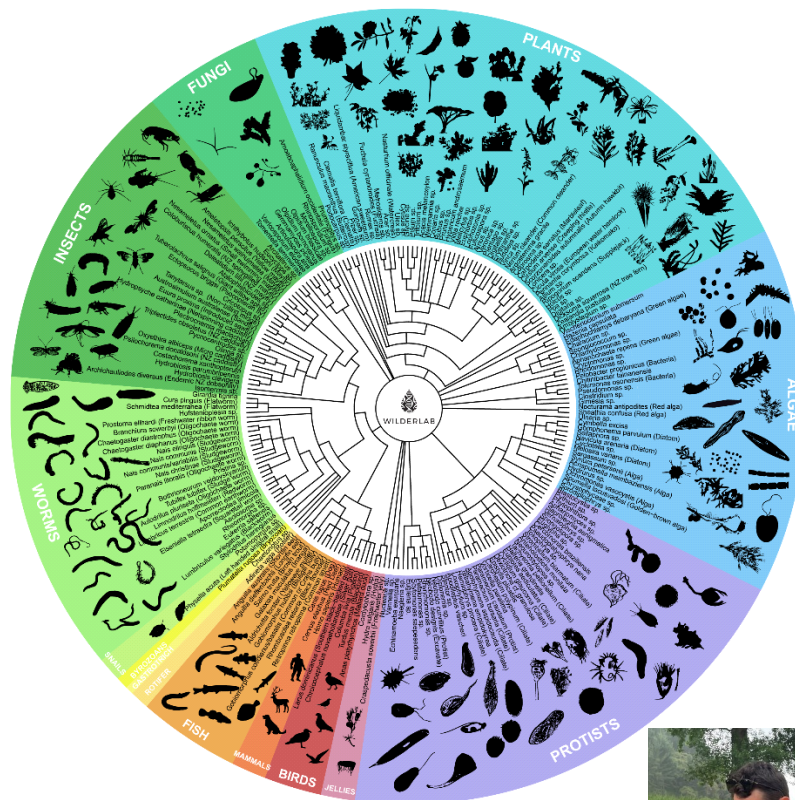


Figure 1 The eDNA wheel of life results

Figure 2: Dan Fake and James Powrie filtering eDNA samples



The first Pakuratahi Land Use study, published in 2006, was a joint project between Hawke's Bay Regional Council and several forestry companies including Pan Pac. The study analysed water samples, hydrology, stream morphology and stream ecology from two neighbouring catchments, the Pākuratahi and Tamingimangi over a 12 year period. These two catchments had differing land uses, the Pākuratahi being radiata pine, and the Tamingimangi being in sheep and beef. The Study found that forestry had the lowest overall yield of sediment even when the sediment discharge during harvest was taken into account. The environmental benefits of forestry lead to improved water quality relative to farmland over a 27 year rotation, but with a period of increased sedimentation at harvest. The study showed a net water quality benefit relative to farming over the life of the forest.

The Part 2 study will monitor two catchments captured in the 2005 study, as well as a nearby 'native forest' catchment in the Fishers Block, recently purchased by Pan Pac. Beginning this year, the study will capture the 'second rotation' harvest of trees in the Pakuratahi, using new techniques like LIDAR and eDNA to measure sediment yield and changes in stream biodiversity.

# DISTRIIBUTION

## TOP TEN DRIVERS AND TOP 3 OWNERS

Recognition was made at a recent Cartage driver meeting to the Top 10 drivers of 2023 and the top 3 owners. At the same meeting a newly formed group called the Cartage Contractor Working Group talked about the new Critical safety rules for driving and the 3-strike policy for any rule breaks. The group is made up of smaller fleet owners and the aim is to work more closely together to get better business outcomes, a focus on Health and Safety and effective policies. We want everyone to take ownership and hold each other accountable to work towards being the employer of choice in our region. The group is led by Nick Redmond and members are Kyle Sykes, Rob Harper, Storm Harrison, Bryan Martin and Andy Lord and Eddy Eddington.



### Top 10 Drivers:

Andy Davison	Hayes Transport	Doug Hodgetts	Hayes Transport
Gareth Henderson	Pittar Transport	Kevin Northcott	Pittar Transport
Richard Potts	Hayes Transport	Ray Floyd	Hayes Transport
Rex Sime	Owner driver	Scott Roberts	Owner driver
Damo Mason	Pittar Transport	Greg Springer	CMT

### Top 3 Owners:

Rex Sime	Kyle Sykes	Aaron Lake
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Never operate in breach of any Approved Code of Practice, Best Practice Guideline, Pan Pac's Forest Operations Manual or Environmental Standards, or in a manner that may endanger you or anyone else.

## CRITICAL CONTROLS

### Be Safe In All Conditions – Seatbelts

Where fitted, these must be worn when driving.

### Be Aware - Cellphone

Cellphones and other handheld devices (excluding RTs) must not be used when driving.

### Be Seen, Be Visible - PPE

PPE must be worn to the standard of the site you are on.

### Isolate in High-Risk Areas - Loading Zones

No person will enter or be present in the loading zone during loading or off-loading.

### Be Alert and on Top of Your Game - Drugs & Alcohol

No driver will operate in breach of the LTSA licensing requirements.

### Our Consequences – 3 Strikes

(applies to all *except* Drugs & Alcohol)

**First & Second:** Verbal or written warning. **Third or Significant event:** Driver stood down. In all cases the person will be required to re-sit the required Pan Pac inductions.

**Clean Slate:** all recorded breaches shall be wiped as each reaches 6 months from the date of the breach.

# DISTRIBUTION

## LOG YARD

The ISO Logyard team have been relocated to the back of the Logyard which is a more practical location for them to take their breaks. New equipment has been arriving and new staff are being trained by the existing ISO staff. ISO are really excited about operations starting up again with a fresh new team of people and new machinery to work with.



# HARVESTING

## TIME KEEPS MARCHING ON...

Another year has flown by and we're back into another festive season. It's hard to believe it's been 10 months since Cyclone Gabrielle devastated large parts of the north islands east coast and central plateau. Even now the legacy of this event is still clearly visible on the land. Our operations will face increased risks because of its affects, for many years to come.

Usually, this time of year brings the challenge of maintaining the freshness of the log supply into the Whirinaki Mill site. With both operations yet to restart, the feeling is there's recently been less focus on this area. Please be mindful, with the Sawmill due to start on January 8<sup>th</sup>, we'll be looking for a fresh supply of logs, from startup on January 3<sup>rd</sup>. A successful restart of the Sawmill will punctuate a significant milestone, for the Mill site, on its journey to returning to full operations.

Other than the site cleanup, the 3PY was the first significant operation to restart at Whirinaki. This happened on June 1<sup>st</sup>, on a single shift basis, in order to retain this critical operation within Pan Pac's harvesting toolkit. Since then we've needed to regularly tweak and adjust the stem supply, to keep supply and processing capacity in balance. A big thanks to the 3PY team for all the hard work and overtime they've put in, while we get to grips and learn what this new format means for us.

A huge thanks, for the personal sacrifice, to those who spent time in the windthrow around Turangi. Thanks to those who remained in Hawkes Bay and got things back in order, to allow all our operations to run from home.

Enjoy a well earnt break over the Christmas and New Year period. Please take extra care of yourselves, your families and loved ones over Christmas.



"Time flies. Yesterday is history. Tomorrow is a mystery. Today is a gift. That's why it's called the present."



# 3PY



# Here's to a great 2024

# HARVESTING

## PEKA MAI SHREDDED WOOD TRIAL

The Peka Mai Shredded wood pavement trial started 9<sup>th</sup> of November with Crew 66 moving back from the Central North Island and into the Peka Mai Forest block, starting the Road line salvage in Harvest Unit 802. During this operation, The Pan Pac Operations team took the opportunity to trial the concept of using shredded wood waste made from non-merchantable timber as a substitute road pavement.

Wairoa View is a challenging block situated above Frasertown and planted on unstable soils with a number of critical pieces of infrastructure downstream. The isolated location makes traditional roading operations very expensive. With a goal of extracting all woody material to mitigate any adverse effects of the harvest we need to do something with the non-merchantable volume on site. That's where the shredded wood comes in.

The trial was a success with 4,200 tonnes carted over the 100m section of road which had an adverse grade of 13% with minimal disruption to the operation. All cartage was truck only which is what will be used in the Wairoa View Forest operation.

A big thanks to M W Lissette's, DGL 66, Pan Pac Dispatch team and the Various Cartage contractors that helped make the trail a success.

THANK  
YOU!



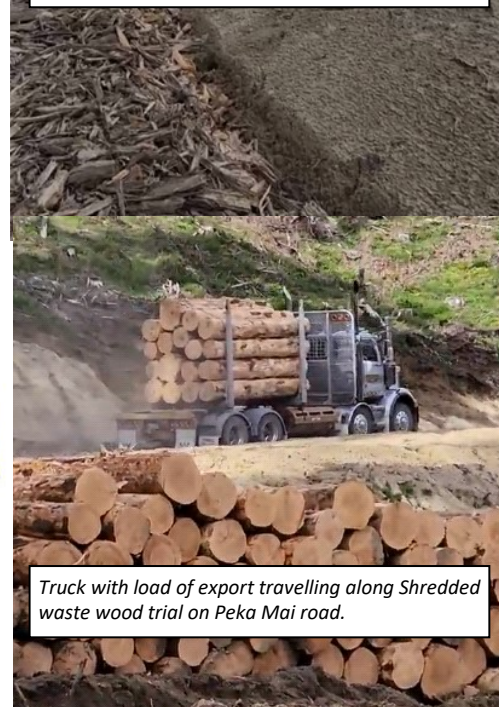
Shuttle Truck being loaded with export grade for trans-ship on shredded roads



Shredded wood waste on Peka Mai Road



Truck with load of export travelling along Shredded waste wood trial on Peka Mai road.



Truck with load of export travelling along Shredded waste wood trial on Peka Mai road.

# WOODLOTS

## Summers meant to be here. But it certainly doesn't feel like it.

We've all been chomping at the bit to get stuck into our busy woodlot season, but so far, the weather gods have had other ideas.

*Figure 1: Environmental Advisor Dan Fake, taking a leaf out of B. Evans' book and getting his shovel dirty*



**PHL** – Everyone's favourite woodlot is currently one of only 2 being harvested, with felling beginning late last week. Final preparations are being made to begin the windthrow salvage off Bonneville Rd, with Ops kindly gifting us Crew 79 for a couple of weeks to ensure we consistently give premium value to the customer. Crew 78 will continue to clearfell throughout PHL, taking the flats around Daytona Rd, and working their way to the river when road construction allows.

**MORRINS** – Our northern gem, Morrins has continued to deliver its much loved flair, with hundreds of ml's of rain in the last couple of months, and exactly zero tonnes out the gate. With some tricky roading straight off the bat, and few back-up options, we're all fairly risk averse to rolling the dice on this one, given what mother nature currently has to offer. There are some real challenges here for Crew 66 and Eddie TK's operators when we do get here, but at this stage, we're all just looking for the opportunity to have a go at them.

**LONGACRE** – Another block suffering from boggy conditions, our Longacre woodlot now has a road and skid in, but so far we haven't had any trees on the deck. Some upgrades are required to improve the workability and size of the skid – shout out to Mike L and Kayne W for bridging the harvesting/engineering divide to help create a solution that works for all – when we can actually move dirt that is.

**PATOKA** – I hate to sound like a broken record, but once again, soft ground is causing us a world of pain as we try desperately to hit our on-stump volume targets. We've just delayed this once again, as both Pan Pac and the property owner try to avoid adding to the scarred local landscape that Gabrielle created. James MacFarlane (affectionately known by other names around the traps) and his undying desire to begin the job are deeply appreciated by the woodlot team, and we hope he can transfer that enthusiasm into the 400 tonnes/day he promised.

**HOLT/CAVE** – We're hoping to get this block kicked off this side of Santa. Again, we've got some issues with that pesky rain, not to mention powerlines, traffic control and archaeological sites, but life would be boring without these things to fill up our days. Brent Marshall will really be excited Kendra's handed him such a beauty block, nothing like an early present under the tree.

**WINIRANA** – To finish off on a high, we're just about to sign off a big shift at Winirana! 400 odd hectares in total, we've chewed through the bulk of this block, with a few bits and pieces to tidy up before we say goodbye until next time. A bit of excitement to come with backline access required across the legal boundary, but nothing we don't see on a regular basis.

The market is in a much better state than our ground conditions with some consistent growth over the last few months pushing us back up past our long-term average – enough for owners to get a bit excited anyway! No one really knows what 2024 will hold in that space, but for now we'll take the win.

Merry Christmas everyone, and thanks to all that have dealt with our demands throughout 2023. As Brent signs off (as boss) after nearly 3 decades keeping operations honest, he'll be shifting into a new demographic, listening to too much Newstalk ZB, and having tea before it gets dark. All the best, Brent

# ENGINEERING

## Update

It's been a huge year in the engineering space with staff and contractors working tirelessly through storm damage repairs as well as regular work around harvesting activity. We often don't take the time to look back on projects so here are some of the recent projects the team have been working on.

Increased metal use on storm damage repairs has kept MWL and the Quarry Crew busy over the last 6 months. Three major developments at Shunt, Cook and Kuripapango Quarries have been completed along with major winning work at Sandy Ridge, Gardiner, Monteith, Trig quarries. We are currently extracting metal from the Tutaekuri River at Dartmoor and the Mohaka River below the SH2 bridge.

Storm damage work continues across the Estate including Long Range Rd (pictured before and after). The 1.2m culvert was partially washed out in Cyclone Gabrielle and required major work to even be able to get over it. The debris was cleared with a moxi dump truck and the concrete culvert reinstated.



Gardiner Quarry development



Shunt Quarry - Gwavas



Storm damaged Long Range Rd



Storm repaired Long Range

## Update

The Wakarara Rd 15 (15km's from start of road) Culvert pipe which blocked in the Cyclone and washed out a few weeks later has been repaired. This culvert is made up of 15 lengths of 1.8m concrete pipes to allow for the fill to get back up to road height while retaining the correct batter angles. Contractors have done a tidy job through to completion including rock armouring and using geogrid to reinforce the fill slope in case the culvert overtops again. Lots of work has been completed to get Wakarara Rd back up and running.



Geogrid fabric



Cuvert 15.0 – Wakarara Rd



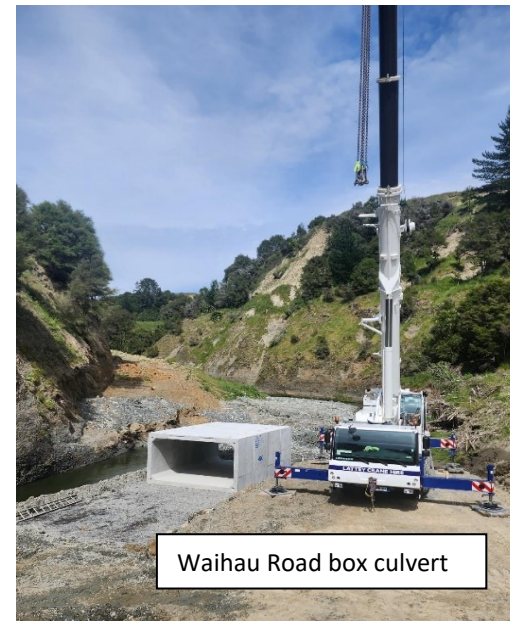
Rock Armor

The Dutch Creek Bridge is the last major engineering obstacle in Gwavas. The bridge has been cleared of debris and planning is underway to rebuild the approaches.



Dutch Creek Bridge - Gwavas

Building the access road to the Waihou Block off Dartmoor Rd has been a massive challenge. On top of the technically difficult roading, three wet summers and the Cyclone have continued to hamper progress. A Latty's Civil crane was used to lift the 11t box culverts into place to cross the main stream into the block. The crossing is made up of 8 box sections bolted together and is the last major hurdle before the logging crew can move in. Harvesting is due to start late December.



Waihou Road box culvert



While the wet spring weather has reduced the fire risk in the short term the preparation for an El Nino summer has continued. MWL have designed and built a 1000l IBC fire suppression module which can easily be lifted onto a tandem trailer. This allows engineering crews to have fire cover on site and manage the risk when operating at higher fire danger levels. Great to see some innovative engineering coming out of the workshop.

# ENGINEERING

## Update

One thing we've learnt from the Cyclone is preventative maintenance of culverts may seem like a cost but its actually a good investment if you consider the amount of time, effort and money that goes into replacing or repairing roads and infrastructure damaged by water flowing in all the wrong places. MWL have recently commissioned their own FENZ compliant fire appliance to support a Culvert Cleaning Crew who are dedicated to cleaning, marking and maintaining as many of the 5,500 culverts as they can get to across the Pan Pac estate. During times of extreme fire danger the crew will be circulating close to the harvesting operations providing fire cover while they carry out their work.



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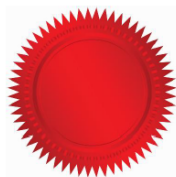
## WELCH CREW 58

Recognised for dedication to the morning tailgate, protection from the environment and a secure site. What really happened? Cabin door was not secured and had blown shut in the wind, locking the whole crew inside!

Shout out to James BFH (Bay Forest Harvesting) who responded to the call and rescued the team.



**Certificate proudly presented by  
Kendra Monteith**



### Wally Recognition

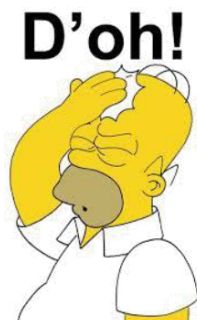
Awarded to the Welch Crew

**"The roots of true achievement lie in the will to become the best you can be"**

For dedication to the morning tailgate,  
protection from the environment and a secure site.  
The crew were 'LOCKED IN' for the meeting  
and tested the local RESCUE capacity.

**October 2023**

*Kendra Monteith*  
Kendra Monteith  
OPERATIONS CO-ORDINATOR





# PLAYER PROFILE

## Andrea Ball

### Health & Safety Advisor

<b>Name:</b>	Andrea Ball
<b>How long have you lived in HB?</b>	16 years
<b>Marital Status?</b>	De facto
<b>Children?</b>	None
<b>Interests?</b>	Reading (crime, si-fi, history), renovating, speedway, gardening
<b>Where were you born and raised?</b>	Christchurch For 8 years we lived in Blenheim and my summertime back yard was the Marlborough Sounds! Spoilt. South and North Island
<b>What did you do before Pan Pac?</b>	Opal Kiwi Packaging – Health & Safety We were a transformative plant taking steam, paper and starch to make cardboard and print/form boxes
<b>How were you introduced to the forest industry?</b>	Through Pan Pac, I had some casual connections that worked around forestry and wanted to work with high performers.
<b>How long have you worked in the forest industry?</b>	Since starting at Pan Pac
<b>What do you like most about your job?</b>	Helping people, working to achieve improvement for people My office can be a ute, forest or a traditional office. Problem Solving
<b>What do you like least about your job?</b>	Haven't found anything yet Even silt had a certain allure?!
<b>What are your achievements?</b>	Whew Completing my graduate diploma in Health & Safety I used to hold my Regional Umpire badge in Netball – that was challenging Completing my accounting degree – never thought I'd manage that because I'm not naturally a completer Learning and applying the theory and basics of car balance and set up for the stockcar
<b>What are your goals?</b>	Grow and learn Remain humble enough to understand there's more to learn every day Finish renovating the house
<b>What do you enjoy doing in your spare time?</b>	Reading, renovating, gardening, making things