



Welcome to Wespine’s 2023 community update.

It is with great pleasure as part of Wespine’s journey to improve its business that I announce Wespine has introduced its first Reflect Reconciliation Action Plan (RAP). Reconciliation Australia notified Wespine of the acceptance of our RAP in November. The RAP is an important step in Wespine’s continuing journey to becoming a local business that is representative of the community in which we operate. This is a great milestone for the business and I look forward to reporting the progress on the actions from the RAP to you. Please head to our website (www.wespine.com.au) if you would like to view Wespine’s RAP.

Wespine has continued to place the safety of all who attend our site as a priority and I am pleased to report that Wespine celebrated 200 continuous safe production days in 2023 with a huge improvement during the year. We wouldn’t be able to achieve such a great milestone without the effort of our employees in maintaining a safe working environment and reporting hazards.

Calendar Year 2023 began with a slowing of housing approvals following the stimulus packages previously offered by the Federal and WA governments. With the support of all employees Wespine, during 2023, had to adapt to a period of market weakness with lower overall production. More information is provided in the following pages of this document.

Wespine remains a key member of the Australian and WA industry associations including the Forest Industry Federation of WA, Australian Forest Products Association, Forest and Wood Products Australia and supports national campaigns that promote the renewable and sustainable use of timber framing. In the South West, Wespine is also a member of the Bunbury Geographe Chamber of Commerce and Industry, the Bunbury Geographe Economic Alliance and the South West Timber Hub.

Patrick Warrand, Managing Director.

Investing in safety is part of what we do at Wespine

The safety and wellbeing of our employees, and all who visit and work at Wespine, is our priority. This year we introduced several new initiatives, to further improve our safety performance.

Wespine took delivery of a FLAIM fire awareness simulator in December 2023, which will provide employees with life-like scenarios on how to manage a fire safely. The simulator uses virtual reality (VR) scientifically modelled on fire behaviour, including smoke, flashovers and explosions in a range of virtual environments. Using cutting edge technology in this way, we aim to build the capability of our staff to respond effectively and safely if a fire emergency arises, without exposing them to the stress of real-life scenarios. Pictured right is an employee using the FLAIM device.

Other training initiatives during 2023 included fire extinguisher training for all employees, over 70 employees attended two-day mental health first aid courses, and You Can Count On Me workshops for new employees. Staff participated in RU OK Day activities in September, to encourage people to stay connected and have conversations that can help others through difficult times.

A lunch celebration was held in October to mark 200 safe production days. By living the Wespine values of Caring for Each Other, Being One Team, Taking Action, and Striving to Excel, we can all go home safely and spend time doing all the things we enjoy.

Andre Roelofs, Sam Roberts, Ashley Teschner and Alissa Scott are pictured below at the celebration.



New loaders for the Log Yard

There were high levels of excitement within the Wespine Logyard team in October 2023, with the delivery of two brand new CAT 980 Forest Spec Loaders.

Logyard Supervisor, Sam Slotegraaf, said “These loaders have state-of-the-art technology, with 360-degree cameras and radar detection (for collision avoidance) being just the start of their long list of features. However, it’s their reliability that will be our best asset.”

Logyard staff received full functionality and safety training, and the loaders were then integrated into Wespine’s daily operations.



Our People

Wespine aims to have a workforce that is representative of the community in which we operate, so we are developing targeted strategies to encourage a diverse range of people to apply for roles in the operations and Staxa. Wespine was pleased to see female participation higher in 2023 against the previous year, but we still have a way to go to reach our goal of a diverse workforce.

Wespine provides highly sought-after apprenticeships and traineeships which offer exciting career opportunities. During 2023, we employed seven apprentices across a variety of disciplines including Electrical and Mechanical Engineering, Wood Machining, and Saw Doctor. Two apprentices were successfully signed off in 2023.

Two Wespine employees have signed onto Apprenticeships for the 2024 intake. An employee from the Greenmill came across to the Information Technology department in December to undertake a Vacation Work Program.

Wespine is committed to providing apprentices and trainees valuable opportunities to learn new skills and gain hands-on experience while being supervised by experienced staff, as well as structured formal training through TAFE or other training providers.

An introduction to future careers at Wespine is also offered through our Work Experience Placement Program for school-based students. During 2023, we hosted two work placements across our manufacturing operations and maintenance departments.

South West NAIDOC Week Ball and Awards

Wespine proudly sponsored the ‘Caring for Country and Culture Award’ at the 2023 South West NAIDOC Ball and Awards evening held at the Bunbury Regional Entertainment Centre on 8 July. Managing Director, Patrick Warrand, presented the award to the winner, Kerry Collard (pictured on the front page) who has contributed a lifetime of service to working with community groups to improve environmental outcomes in regional areas.

NAIDOC Week celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

Year	2020	2021	2022	2023
Total number of employees	217	232	238	236
Male	189 (87%)	187 (81%)	185 (78%)	181 (77%)
Female	28 (13%)	45 (19%)	53 (22%)	55 (23%)

Wespine’s first Reconciliation Action Plan

Wespine has developed a Reflect Reconciliation Action Plan (RAP) which was launched on 8 February 2024. Based around the core pillars of relationships, respect and opportunities, Wespine’s RAP will provide tangible and substantive benefits for local Aboriginal and Torres Strait Islander peoples.

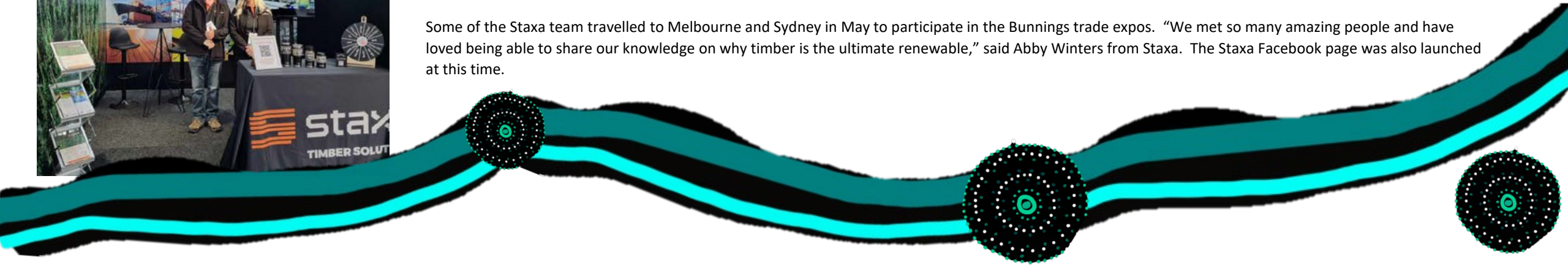
Wespine will actively identify procurement opportunities with Aboriginal and Torres Strait Islander peoples suppliers, prioritise employment opportunities and engage in local activities and initiatives, such as the annual Bridge Walk in Bunbury. These proactive steps are part of Wespine’s dedication and ongoing efforts to create an inclusive and respectful work environment.



Staxa building momentum

Staxa is driving a number of product development projects including imported wide (over 120mm) boards. Although there is still a strong customer preference for the quality of locally grown and manufactured pine products, demand for imported products - primarily sourced from European sawmills – continues to grow.

Some of the Staxa team travelled to Melbourne and Sydney in May to participate in the Bunnings trade expos. “We met so many amazing people and have loved being able to share our knowledge on why timber is the ultimate renewable,” said Abby Winters from Staxa. The Staxa Facebook page was also launched at this time.





Cooking with gas

Thanks to the excellent work of the Electrical and Mechanical Apprentices, a moveable BBQ trailer was created in September. It includes a BBQ, esky and space to store supplies and can be used anywhere around the Dardanup site.

The trailer had its first test-run in early October to celebrate achieving production targets the previous month. The trailer was built purely for the purpose of bringing people together, and it's doing just that.

Supporting local Bushfire Brigades

By providing employment and business opportunities for our communities across Greater Bunbury and by supporting local community programs, Wespine proudly contributes to making the South West a great place to live

The West Dardanup Bush Fire Brigade and the Dardanup Bush Fire Cadets were among the recipients of Wespine's community grants program in 2023.

Wespine provided funding for new shirts and jumpers for the West Dardanup Bush Fire Brigade volunteers. Wespine was invited to the brigade's awards presentation night in August, where the members were issued with their new clothing which is embroidered with both the Wespine and brigade logos (pictured top right).

The Dardanup Bush Fire Cadets received funding for their high ropes course in Dwellingup in November, to build their confidence, develop leadership skills and teamwork. Historically many of these young cadets will go on to become volunteers in bush fire brigades, Army Reserves or Sea Search and Rescue (pictured right).

Proudly part of the Dardanup community

It was Wespine's 17th year as the major sponsor of the Bull and Barrel Festival in Dardanup on 7 October, with over seven tonnes of timber donated to create the bull fire sculpture, as well as hosting a stand on the day with free giveaways including pine tree seedlings.

Pictured left is the stall at the Festival manned by Wespine volunteers, Greg Miller and Robert Darlow.





Wespine was proud to participate in the street parade through the Dardanup townsite on 13 May 2023 to celebrate the town's 100th birthday. The Wespine "float" driven by Pam McCafferty from Stores, provided a visual display of our business, from pine trees, to logs, to finished products.



National Tree Day

To recognise and celebrate National Tree Day on 28 July, twenty Wespine and Staxa staff rolled up their sleeves to plant nearly 200 *Pinus radiata* seedlings near the Logyard. Wespine's Resource Manager and qualified forester, Brad Barr, demonstrated the correct technique to establish each seedling to give them the best chance of survival.

Pictured right is Cooper Anderton, Sam Slotegraaf and Lisa Trigwell at the tree planting session. Far right, shows the tree planting in action.



In our commitment to be actively involved in the community, Wespine announced an exciting funding commitment to the Shire of Dardanup. Wespine will provide sponsorship towards the Make-it Space in the new Shire of Dardanup Administration, Library and Community Building in Eaton, next to Eaton Fair. This space will be the first of its kind in the South West and will be open to the community to foster STEM (Science, Technology, Engineering and Mathematics) education, creativity and innovation.

The Make-it Space will offer a programmable space that includes everything from 3D printing to woodworking to electronics, small robotics, media production and more. It will provide resources for community members from all walks of life, ranging from students and hobbyists to entrepreneurs and small business owners. The building is now under construction (pictured) and is due for completion in 2024.

Wespine invited Councillors and senior staff from the City of Bunbury and Shire of Dardanup (pictured left) to tour the Dardanup sawmilling operations on 31 May 2023. The group were provided with a business update and a comprehensive walking tour through the mill. The visit provided an opportunity for participants to better understand the size and complexity of the operations, as well as the employment and economic benefits that Wespine provides the local community.



Wespine supports Family Centre

As part of our small grants program, Wespine was pleased to support the Hudson Road Family Centre in Bunbury to construct a food truck cubby for their playground. Wespine donated timber as well as a financial contribution towards materials for the project. Pam McCafferty from Stores kindly delivered the timber to the Bunbury Prison, where the cubby house was constructed.

Pictured are employees John Sanderson, Steel Loton and Elexia Challenger with the new cubby at a multi-cultural playgroup session at the Centre in February 2024.

Sustainability

Wespine's Chain of Custody certification provides assurance to our customers that our products come from responsibly managed plantations. An internal and external audit of Wespine's supply chain and internal procedures is conducted each year to comply with the requirements of two international certification bodies. These audits include an assessment of human rights standards, environmental stewardship and appropriate handling of certified products to ensure customers receive the product they have requested.

In preparation for the bushfire season, Wespine conducted site-wide maintenance activities including pruning, chipping and burning of surplus material in the pine plantation that surrounds the Dardanup sawmilling operations. Wespine also responded to several South West bushfires during the summer period, providing support with heavy machinery and trained volunteers.

Wespine is working towards the goal of achieving net zero carbon emissions by 2050. An electric vehicle charging station has been installed at the Hales Street administration building with a second charger planned for the Dardanup site in 2024. A feasibility study into a solar installation on the Drymill roof is being considered, along with other initiatives to reduce our reliance on fossil fuels.

Community Feedback

Wespine received no community complaints during 2023. Wespine continues to be in contact with the construction team for the Bunbury Outer Ring Road (BORR) to understand the effects construction and permanent changes will have on access to Wespine's business.

Wespine invites the public to provide feedback, to gauge how our business is perceived in the community and help us plan for the future. If you would like to participate in this survey, a link can be found under Community on our website, www.wespine.com.au/Community. All feedback is welcome, valued and confidential.



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