



Welcome to Wespine’s 2024 community update.

2024 was a year of change in the business. I joined Wespine in July 2024 as Managing Director, following the announcement of Patrick Warrand’s retirement on 31 July. The timber industry is new to me, and during my first six months, I have focused on learning about tree cultivation, timber processing, and the various markets that utilise our products. I have also made it a priority to meet with our customers, local and national industry groups, and other stakeholders. I look forward to working with you as we continue to drive the growth of Wespine.

Calendar year 2024 continued the trend of a slowing of housing approval rate. However, it was pleasing to see a positive shift in housing approvals starting in the third quarter of 2024, and this upward trajectory appears to be continuing. Wespine looks forward to the increased use of our sustainable and renewable product in the Western Australian and Australian housing markets.

Wespine continues to prioritise the safety of everyone who visits our site, and I am pleased to report that we celebrated a business record of 250 continuous safe production days in October 2024. This fantastic achievement would not have been possible without our employees’ efforts in maintaining a safe working environment and reporting hazards. Unfortunately, we had three slips and trips, and a squashed finger, occur towards the end of the year. The health and wellbeing of our employees is always our main concern, and we worked closely with them to ensure a smooth recovery and return to work.

Wespine remains a key member of Australian and Western Australian industry associations, including the Forest Industry Federation of WA, Australian Forest Products Association, Forest and Wood Products Australia, and support 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.

Charlie Perkins, 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.

Training during 2024 included our annual fire extinguisher awareness sessions which were attended by 156 employees. A First Responder fire training course was also held with an additional twenty-two employees taking part. The new pack docker arrived at our Henderson dispatching site and the team was trained in its operation and in chainsaw use. Psychosocial workshops for nine of our supervisors, superintendents and safety team members occurred in October and November.

Mental wellbeing is important for everyone, not just while at work but also while enjoying time away from the 'office'. Pictured right are employees at a wellbeing session and lunch in September.

A celebratory lunch was held in November to mark the record 250 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 to spend time doing the things we enjoy with family and friends. As we talk about food, another initiative involved providing examples of nutritious food to the night shift crew to promote healthy eating when working shift work.



Cliff Rasugu finessing the art of chainsaw use at Henderson

Training our future leaders

In 2024 sixteen of our future leaders successfully completed the 2024 Supervisor Development Program. This program provided these employees with the skills necessary to advance their careers at Wespine. Participants in the program come from various areas of the operations and bring a wide range of experience to the group. Pictured right is Drymill Supervisor Elexia Challenger receiving her certificate of completion from Wespine's Managing Director, Charlie Perkins.

Celebrating Our People

Wespine values the significant contribution of all our employees, and throughout the year we have taken time out to celebrate the achievement of tenure milestones of one, five, ten, fifteen, twenty years and above. In May we organised a special lunch and various activities, where we recognised employees who achieved these milestones and presented them with thank you gifts. This is just one way that we can express our gratitude for their commitment to our company values and for their contribution to Wespine's success. We aim to make this "Wespine Day" an annual tradition. You can see the picture of the day top centre of the first page.

Wespine aims to have a workforce that reflects the community in which we operate. To achieve this, we are developing targeted strategies to encourage a diverse range of people to apply for roles in the business. While we were pleased to see an increase in female participation in 2024 compared to the previous year, and continuing the trend over the last five years, we recognise that we still have work to do to reach our goal of a truly diverse workforce. We will continue to seek ways to increase diversity within our team.

Mental Wellbeing Workshops and Lunch for the teams



Wespine provides highly sought-after apprenticeships and traineeships which offer exciting career opportunities. In 2024, we employed nine apprentices across a variety of disciplines including Electrical and Mechanical Engineering, Wood Machining, and a Saw Doctor. Four apprentices successfully completed their training and are now qualified Mechanical Fitters, Electricians and Wood Machinists continuing their employment at Wespine.

One Wespine employee began her apprenticeship as a Saw Doctor Apprentice in 2024, with the incumbent serving as a fantastic example of women working in non-traditional trades. The existing four apprentices successfully passed their TAFE studies and progressed into another year.

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.

Wespine also participates in ForestWorks Forestry Workforce Training Program as a Technical and Advisory Committee member, which aims to build a skilled and sustainable workforce to drive future productivity for the forestry and wood products industry.

The South Regional TAFE Career Taster Program encourages students to be ‘career curious’ and in 2024 we again had the privilege of welcoming year nine students from Our Lady of Mercy College. The students toured the site and were able to use SCOOP, our remote-controlled mini sawdust cleaner, and our virtual reality FLAIM fire fighting training system. Both were a huge hit with the students! Pictured below is a student operating SCOOP and right a student ready to use the VR system to fight virtual fires.

Year	2020	2021	2022	2023	2024
Total number of employees	217	232	238	236	223
Male	189 (87%)	187 (81%)	185 (78%)	181 (77%)	169 (76%)
Female	28 (13%)	45 (19%)	53 (22%)	55 (23%)	54 (24%)



Human Resources employees Soo-Lin Hough and Charmie Paterson (pictured left) at the Southwest Careers Expo held at the Bunbury Catholic College in May.





Proudly part of the Dardanup community

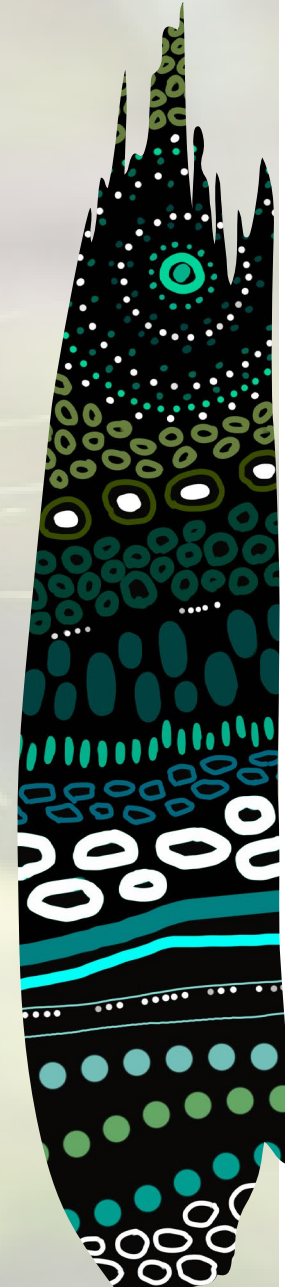
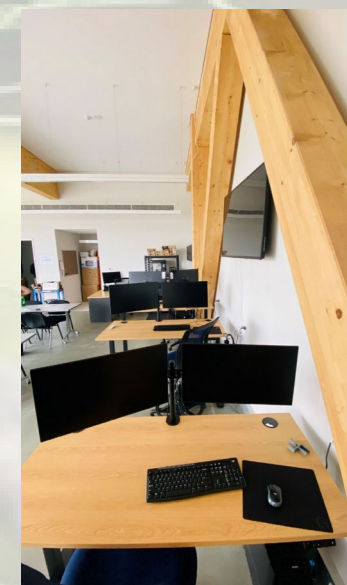
At Wespine, supporting and giving back to the community where we operate, and our employees live and play, is important to us. In 2024 we were thrilled to see the Shire of Dardanup open their new Library, Administration and Community Building.

Inside the Community Building is the Mick Bennett Make-It Space, which Wespine supported with funding to purchase equipment and activate the area.

The area is a cutting edge and imaginative community space that fosters STEM (science, technology, engineering and mathematics) education, innovation and community involvement.

The Make-It Space is a new initiative in the region and caters for children, adults and entrepreneurs. The Space offers a variety of equipment including 3D printers, laser cutters, robotics, automation technology and computers.

Pictured is the entrance to the space and some of the equipment available for community members to use. More information on using the space can be found on the Shire of Dardanup website, www.dardanup.wa.gov.au.





Wespine's Reconciliation Action Plan

Wespine's Reflect Reconciliation Action Plan (RAP) was approved by Reconciliation Australia in late 2023 and officially launched to all employees on 8 February 2024.

The RAP includes the core pillars of relationships, respect and opportunities. Wespine has developed a new design for our timber wrap which protects our product from the weather. The newly designed wrap was based on the artwork that Wespine commissioned from local Noongar artist Melissa Riley. The first dispatch of our new wrapping (pictured below) occurred in February 2025.

2024 Science and Engineering Challenge

The Rotary Club of Bunbury Leschenault and the University of Newcastle joined forces again in 2024 and hosted the annual Science and Engineering Challenge for secondary and primary school students.

Thirty-seven South West schools attended the challenge with high school students keen to test their skills against their peers, while the primary students learnt valuable STEM skills. The event was run over five days and Wespine employees provided support throughout. Pictured above assisting the students are Wespine employees Allan Lindley, Kim Sandwell and Chris Brain.



Timber – The Ultimate Renewable

Staxa has been working to promote timber as the ultimate renewable material for environmentally responsible construction. We do this through initiatives like interviewing architect and environmentalist David Rawlinson, who we also proudly sponsored to speak at a recent Frame & Truss Manufacturers Association of Australia (FTMA) event.

David highlights the benefits of choosing renewable timber and addresses common misconceptions. Staxa is committed to educating everyone, from industry professionals to homeowners, about timber's role in a sustainable future.

Here are some key takeaways from David:

- Timber Fights Climate Change: Timber stores carbon, making it a carbon-negative building material, unlike carbon-intensive concrete and steel.
- Renewable & Sustainable: Sourced from sustainably managed forests (like those in Australia and our European partners), timber is a renewable resource.
- Low-Impact Production: Timber production uses significantly less energy than other materials, resulting in a lower carbon footprint.
- Excellent Insulation: Timber's natural insulation reduces energy used for heating and cooling.
- Safe & Durable: Modern building techniques ensure structural integrity and fire safety.

The full interview can be found on our website: <https://www.staxa.com.au/timber-and-sustainability-a-chat-with-david-rowlinson/>



The Dardanup and Bull and Barrel festival turns 21!

Wespine proudly supported the Dardanup Bull and Barrel Festival and enjoyed celebrating its 21st year alongside the many people who enjoyed the 2024 event. Fittingly, the bull towered above the ground as a cake topper to celebrate the milestone.

Visitors to the festival enjoyed a variety of activities, including painting and craft, checking out farm animals, exploring wildlife and farm machinery, browsing market stalls and enjoying rides, watching goat races, experiencing live entertainment and of course the giant puppet theatre parade which culminated in the spectacular Burning of the Bull. Congratulations to the organisers for another fantastic event.

Sustainability

Wespine's Chain of Custody certification assures our customers that our products are sourced from responsibly managed plantations. Internal and external audits 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 is working towards the goal of achieving net zero carbon emissions by 2050. Two electric vehicle charging stations were installed at the Dardanup site in 2024, providing employees the opportunity to charge their vehicles while at work. Wespine has identified carbon emission initiatives to reduce our reliance on fossil fuels and will work towards implementation of these initiatives.

Community Feedback

Wespine received no community complaints during 2024.

The construction of the new Timber Road and roundabout in front of the business, as part of the Bunbury Outer Ring Road works, caused several months of inconvenience at the entrance to Wespine. We are very pleased the work has been completed and we once again have full use of our entrance. The team at SW Gateway Alliance, who are managing the project, worked with Wespine to minimise the disruptions as much as possible.

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.



Wespine Industries Pty Ltd
241 Moore Road, Dardanup West, Western Australia.
www.wespine.com.au
Phone 08 9725 5777