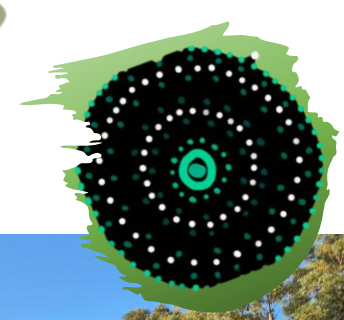




WA grown and processed



Welcome to Wespine's 2025 community update.

I've now been with Wespine, and part of the timber industry, approaching two years. In that time, I've developed a deep appreciation for the important role timber processing plays—not only in Western Australia, but across Australia and globally. It has been a genuinely rewarding experience learning more about the full journey of our products, from tree cultivation through to processing and the many markets that rely on what we produce.

One of my priorities has been spending time with our customers, industry partners, and other stakeholders. Those conversations have been invaluable, and I truly appreciate the openness and willingness to collaborate I've experienced. I look forward to continuing to work closely with you as we build on Wespine's strong foundations and pursue the next phase of growth together.

Over the past year, Western Australia has seen solid growth in building approvals and housing commencements. We've worked hard to respond to that demand by strengthening our sales and operational planning to improve the reliability of supply to our local customers. While housing activity in the Eastern States has been subdued, we remain optimistic about the long-term outlook and the growing recognition of timber as a sustainable, renewable building material across Australia.

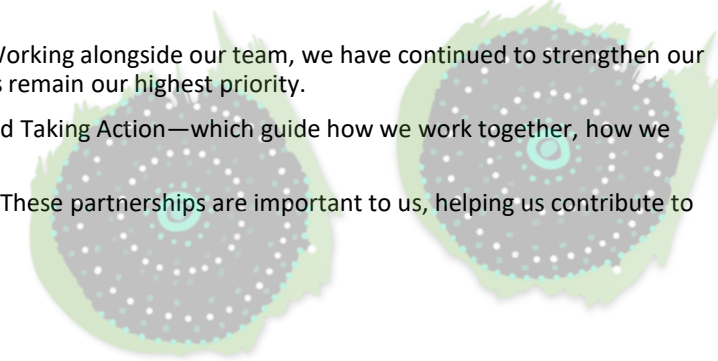
Safety continues to be at the heart of everything we do. We are committed to ensuring that everyone who visits or works at our site goes home safely each day. Working alongside our team, we have continued to strengthen our safety processes and reinforce a clear message across the business: Safe People – Safe Process – Safe Place. The health and wellbeing of our employees will always remain our highest priority.

Underpinning all of this is our commitment to our core values—Being One Team, Caring for Each Other, Having Integrity, Striving to Excel, Courage to Innovate, and Taking Action—which guide how we work together, how we serve our customers, and how we make decisions every day.

We value our active involvement in industry associations at both state and national levels, as well as our engagement within the South West business community. These partnerships are important to us, helping us contribute to broader industry development while staying connected to the communities in which we operate.

Thank you for your ongoing support. I look forward to working together in the year ahead.

Charlie Perkins, Managing Director.



## Safe People

The safety and wellbeing of our employees, and all who visit and work with Wespine, is our priority. One of the initiatives introduced during the year is our safety messaging of **Safe People** using **Safe Processes** make Wespine a **Safe Place** of work. We want all workers at Wespine to be able to do the things they enjoy outside of work!

Providing a safe working environment is achieved in many ways and we've introduced verification checks at every level of the business to strengthen workplace safety.

An external auditor reviewed Wespine's critical risk controls during the year; the actions identified from that audit will be implemented to raise standards and drive best practice across the operation. Contractor management was also a key focus throughout the year.

Training is a significant opportunity to increase the knowledge and skills of employees, providing job rotation and career progression at Wespine. In 2025 we welcomed a Trainer and Assessor into the team, to assist employees fulfill their career ambitions at Wespine.



## Celebrating Our People

We held a Culture Day and presented service recognition awards to celebrate our people and their valuable contribution to Wespine. This is the second year we have enjoyed celebrating achievements, food, comradery and other activities together.

Wespine aims to have a workforce that reflects the community in which we operate. To achieve this, we have strategies in place to encourage a diverse range of people to apply for roles in the business. We recognise that we still have work to do to reach our goal of a truly diverse workforce and will continue to seek ways to increase diversity and gender balance within our team.

Over 200 people were employed within the business in 2025, with a female participation rate of 23.7%.

## Safe Process

## Safe Place



## Training our future leaders

In 2025 fifteen of our future leaders successfully completed an internal Leadership Development Program. This program provided employees with the skills necessary to advance their careers at Wespine. Participants in the program were from various areas of the operations and brought a wide range of experience to the group.

Pictured above right and below left are participants from the 2025 Leadership Development Program providing information on projects undertaken and receiving certificates of completion.

Pictured left are employees during Culture Day activities.



## Celebrating Our People

Wespine provides highly sought-after apprenticeships and traineeships which offer exciting career opportunities. In 2025, we had nine active apprentices in the fields of Saw Technology, Wood Technology, Mechanical and Electrotechnology trades, working at various stages of their apprenticeships. During the year 87.5% of apprentices who successfully completed their apprenticeships remained employed by Wespine in their chosen trade. Pleasingly, our trades are leading the way in gender balance with 37.5% female apprentices.

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.

Additionally, two students completed work experience with Wespine in the electrical and mechanical areas during 2025.

## Engagement with Education 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.

We also engaged with our community by hosting school and TAFE visits and attending a careers expo, promoting careers in the industry and strengthening local partnerships.

## Celebrating Women's Impact in the WA Forest & Timber Industry

The inaugural Western Australian Women in Forest & Timber Network event was a truly inspiring occasion, held in celebration of International Women's Day in Perth.

Several members of our team had the privilege of attending this event, which honoured women in the industry and explored ideas to enhance participation, inclusion, and pave the way for positive change and innovation. Attendees were treated to insightful discussions and inspiring anecdotes from industry leaders.

Drymill Training Coordinator Samantha McGarry remarked, "The timber industry was once male-dominated, but it is now being transformed by women's voices and contributions, making it a really exciting time to be involved."

Women are increasingly taking on leadership and ownership roles within the Forest and Wood Products Industry, bringing fresh perspectives and driving positive change. This shift is fostering a more inclusive and innovative environment, benefiting the entire industry.

Pictured left are Wespine team members at the event in Perth.



## Building Future Careers: Wespine Hosts Inaugural StudentConnect Tour for Local High Schools

Wespine was excited to host the inaugural StudentConnect tour, specifically designed for Vocational Education and Training (VET) and Workplace Learning (WPL) Coordinators from local South West high schools.

The StudentConnect program, an initiative of the Bunbury Geopraphe Economic Alliance, aims to help students in Years 10 to 12 explore career opportunities within the South West region. The program fosters stronger connections between students and local industries, offering valuable experiences through work placements, traineeships and hands-on projects.

A total of seven high schools participated in the tour, where they had the opportunity to visit our mill and engage in discussions about pathways into Wespine and the various opportunities for career development. Our thanks to Faye Nunn from BGEA for coordinating the event, and to all the Coordinators who took the time to join us, pictured left.



## ***Fire Management is important to everyone***

The South West is a special place to live and work and we assist where possible to help protect plantations in the region from fire.

### **Wespine Supports Gnaala Karla Booja (GKB) Impact Ranger Training**

Fire has been an important tool for First Nations Australians for thousands of years, helping to care for Country by promoting healthy ecosystems and reducing bushfire risk.

GKB Impact Rangers are expanding their practical skills in cultural burning to offer this service more broadly. They aim to work with landowners and managers to help care for Country and minimise the risks and impacts of bushfires across the South West.

Wespine recently partnered with the WA Department of Fire and Emergency Services to support Gnaala Karla Booja (GKB) Impact Ranger fire training at our Dardanup plantation.

Resource Manager Brad Barr was Wespine's lead for the training and said "Bushfire is the largest threat to the plantations that we rely on for our jobs, and for the timber for our families' homes. Increasing the amount of "good" fire out on Country reduces that threat. I am grateful to have had the opportunity to work with GKB Impact, to assist with their training, and create opportunities for the future".

We are proud to back initiatives that care for Country and strengthen our community.

### **Wespine hosts site familiarisation exercise with local Volunteer Fire Brigades**

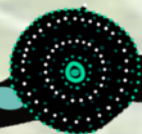
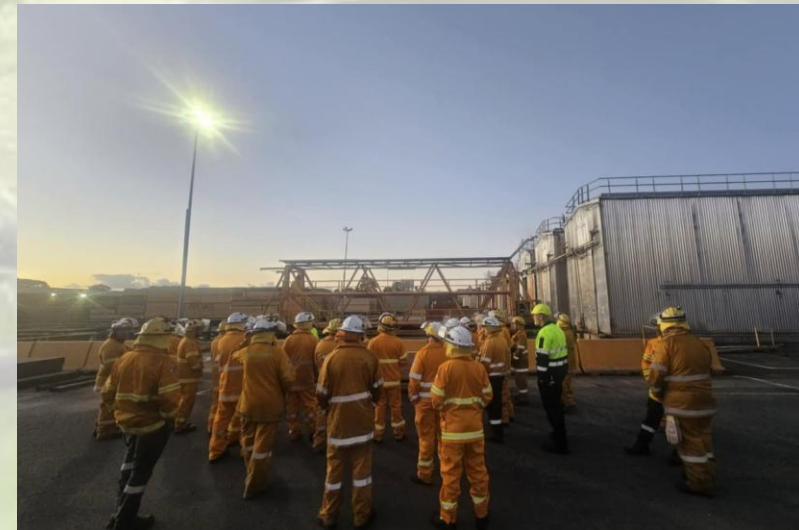
In mid-August, Wespine welcomed volunteer fire brigades from West Dardanup, Dardanup Central, Waterloo, Burekup, Upper Ferguson, and Ferguson to site for a critical familiarisation exercise. Twenty-nine volunteers and ten fire appliances participated in the session.

Given that fire events are one of Wespine's critical risks, this collaboration provided a valuable opportunity for the brigades to tour our site. The aim was to ensure that the volunteers are familiar with our layout and aware of the fire-fighting equipment available at Wespine.

We appreciate the commitment of the local brigades and look forward to continuing to strengthen our emergency preparedness together.

### **Fire training for Wespine employees**

Wespine is committed to improving the skills of our employees with annual fire training a critical component of onsite training opportunities. During the year PWR provided training in the use of fire extinguishers, hoses and blankets to 174 employees. This initiative is not only of benefit to Wespine, but our employees take the skills learnt home to help keep their families safe from fire in their homes.





### 2025 Science and Engineering Challenge

Wespine provided financial and administrative support for the annual Science and Engineering Challenge again in 2025. After many hours of behind-the-scenes organisation with The Rotary Club of Greater Bunbury and The University of Newcastle, and support from eleven local businesses the challenge took place in May.

1,037 students from 22 high schools and 18 primary schools from across the South West attended five days of fun that involved science, technology, engineering and mathematic (STEM) activities.

The Challenge has attracted the participation 9,664 South West students over the 14 years the event has been held in Bunbury. Wespine is proud to have sponsored the event over the last five years.

Employees from Wespine volunteered to help the students achieve their best over the three challenge and two discovery days. The challenge is a great opportunity to showcase the Wespine business.

### Timber Industry Awards

Wespine was proud to be the naming rights sponsor of the 2025 HIA Regional Western Australian Housing Awards, held in September. Wespine was well represented, with several team members in attendance. Our Managing Director, Charlie Perkins, addressed the crowd and presented the highly regarded Home of the Year award.

There were 160 attendees on the night, and a total of 51 awards were presented.

Events like these provide Wespine with valuable opportunities to strengthen relationships within the local building industry and connect with the community.

### The Dardanup and Bull and Barrel festival

Wespine proudly supported the Dardanup Bull and Barrel Festival, alongside the many people who enjoyed the 2025 event. Wespine is proud to have supported this local event for 22 years. Pictured right is Wespine CFO Ellie McDonagh getting an early look at the 2025 sculpture with builders John and Jeff. (Picture courtesy of Yousuf, SW Times).

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.

### Wespine's Reconciliation Action Plan

Wespine achieved many of the commitments in our Reflect Reconciliation Action Plan (RAP) and reported these achievements to Reconciliation Australia.

The RAP includes the core pillars of relationships, respect and opportunities and Wespine continues to progress the actions identified in the Plan.

Wespine joined the Bunbury Reconciliation Walk in October, pictured right.



2025 HIA-Wespine Home of the year:		
		
South West Winner: Phil Kelleher Homes	Great Southern Winner: Country Builders	Mid West Winner: Tunbridge Construction



## Operational Update

Providing a reliable supply of timber is a priority for Wespine and to do this successfully we continue to invest in the production facility. During December 2025 and January 2026 we completed phase one of the major Edger upgrade. This multi-million-dollar project included installation of a new switchboard room and safety guarding and interlocking systems, and fabrication of timber feed transfers and walkways. Using local businesses where possible is a priority during improvement work at Wespine. Phase two of the Edger upgrade will occur in December 2026.

Other initiatives this included equipment optimisation and machine centre reliability management. Cyber Security and Artificial Intelligence (AI) are two other areas where we are focussing resources. These important projects allow Wespine to remain a competitive supplier of timber products into the Western Australian and Australian housing, landscaping and pallet markets.

## 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 are 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. 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 2025.

New look website. While you are having a look at our new website feel free to complete our community survey and let us know how Wespine 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 the Community section on our website, [www.wespine.com.au/Community](http://www.wespine.com.au/Community). All feedback is welcome, valued and confidential.



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