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HOME SAFELY, EVERY DAY



PEOPLE & CULTURE

We asked "Are you really OK?"



*Pictured: Our Albany Bulk Handling and Pedersen Group, Maryvale
R U OK? Day events*

Last week we supported *R U OK? Day*, a day where we were encouraged to spark meaningful conversations with our friends, loved ones and workmates by asking them if they are really OK.

As a Group, this year *R U OK? Day* was supported in a different way for many of our people in Australia and New Zealand as we continued to deal with the challenges of COVID-19. It is more important now than ever, to reach out, check in and support one another as we navigate this challenging time together.

Fortunately, our Albany Bulk Handling team in WA and our Pedersen Group Maryvale team in VIC (practicing social distancing) were able to come together in-person, to hold these important conversations. The rest of our people had to get a little more creative and check in with each other over phone or video calls, as it is important we continued to check in with each other in any way we could.

A reminder that our EAP providers in Australia and New Zealand are always there to help you and your loved ones if you are in need of support.

Australia – ASSURE

assureprograms.com.au

Call 1800 803 374

Text 0439 449 876

NEW ZEALAND – VITAE

vitae.co.nz

Call 0508 664 981

Email theteam@vitae.co.nz



Vaccination support for Australian ops workforce

We recently shared our vaccination position for our Australian Operational workforce, endorsing the Australian Government's ARM Yourself vaccination campaign. We are encouraging and supporting all of our Australian operational employees to ARM Yourself by getting vaccinated against COVID-19. Vaccination is critical to both helping us protect your health and safety and as an element of our business continuity.



Pictured: Tom Philbin and his son Luke

Even though we have a specific campaign to support our Australian operational workforce to get vaccinated, we still do encourage the rest of our Group to get vaccinated. Over the coming weeks we will share stories from some of our people

Tom Philbin, Group Talent Acquisition Manager shared his reason for getting vaccinated

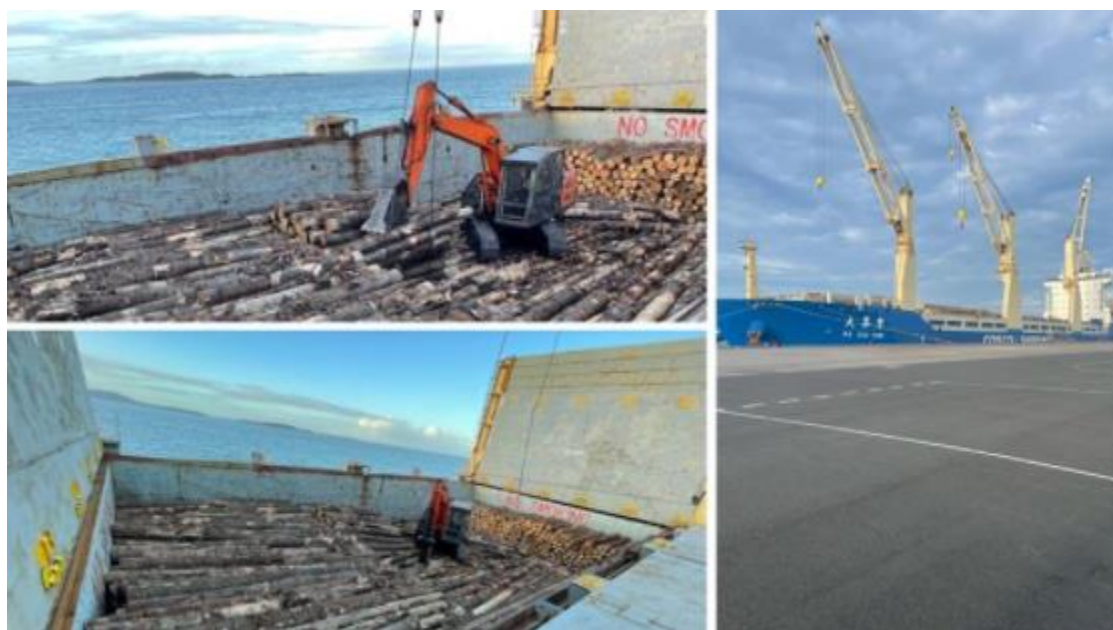
"Our son, Luke, was born with a life-threatening condition and is highly vulnerable. In 2013 Luke had viral encephalitis and needed to be placed in an induced coma on life support, unable to breathe for himself. After two months in ICU and after multiple surgeries, including a tracheostomy, he was transferred to the ward. We brought him home three months later and whilst he has never fully recovered, he is a happy young man who spreads joy wherever he goes.

Luke has many medical issues, amongst them is a compromised airway. If Luke were to contract COVID-19, the chances are it would not end well.

That's one of the reasons why Luke, my partner Sam and myself are vaccinated."



Recognising our C3 and LINX Port Services Teams in Gladstone, QLD



Pictured: The last lift of logs loaded onto the vessel Da Cui Yun at the Port of Gladstone.

In recent weeks our C3 and LINX Port Services teams in Gladstone loaded the 107th and final vessel at Port of Gladstone, wrapping up a large project for C3 Australia's customer, HQPlantations. Unfortunately, reaching the end of this project in Gladstone not only signals C3's exit from the site at the end of September, but also the last of LINX's service delivery from Gladstone too, meaning some of our people have been advised that they will be sadly leaving our Group. We thank them for their service and contributions and wish them all the best.

The project, managed by C3 Log Marshalling Manager - Gladstone, Clay Lyons, exported an impressive 3.3 million tonnes of logs over six years, following the severe category five Tropical Cyclone Marcia that caused widespread damage around Shoalwater Bay in 2015, North West of Yeppoon.

Initially, this project was introduced to salvage flattened plantations in the region and export the oversupply of timber from local markets to China, India and Korea.

This project's long standing partnership with LINX Port Services has been one of C3's longest running log marshalling operations, with the project running double the initial contracted length. The teams worked well together to successfully receive, scale, load/unload trucks and load the vessel with the logs to export.

"I want to thank Clay, the team and everyone who has been involved in the operation over the past six years. Our customer HQPlantations couldn't have been more complimentary of our operational delivery, so a big thank you to everyone for their invaluable contributions and efforts that lead to this project's success," said C3 Australia Regional Manager - QLD/NSW, Kevin Ford.

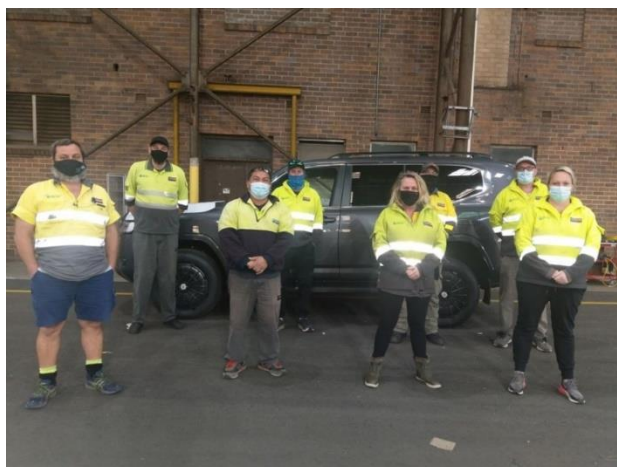
"The LINX Port Services and C3 Australia partnership has been an excellent demonstration of our *We are One* Group Value. Our stevedores, operators and managers from both businesses have worked tirelessly to deliver a safe and consistent service, right up until the final log was loaded. Thank you to all who have been involved since the project commenced and to those who are sadly leaving our Group as a result," said LINX Port Services Eastern Ports Manager, Michael Ryan.

"Thanks also to LINX Senior Operation Manager, Allister Paul and other representatives from the LINX Port Services team, for ensuring we completed this project successfully.

"Faced with a declining export trade over a number of years in the region, LINX Port Services has had to work hard to retain people and manage ever-changing priorities to ensure customer satisfaction," said Michael.



Showcasing our sites **Autocare Services, Dapto, NSW**



Pictured from left to right: Frank Cortesi, Ricardo Infante, Mark Cooper, Daniel Peck, Daniel Labour, Mandy Rowley, Andrew Howard, Kellie Rosandich

We caught up with Autocare Services, NSW Business Manager - Greg Carrig

What are the main operations at Dapto?

Vehicle processing - value add operations including radio fitment, sports bar fitments, vehicle detailing and complex fleet build up.

Transport – end to end transport of vehicles from wharf to dealership.

How long has Dapto been operational?

We have been operational since 2013, however this year the site has changed significantly with all vehicle processing and transport activities being relocated here with the move from the wharf facility.

What does a typical day at work look like?

A typical day will be 400 vehicles going out to dealers and 400-450 arriving into compound with transport operations occurring over 24 hours. For vehicle processing all of these vehicles need to be put away or assembled into loads with another 400 vehicles having value add operations completed.

How many people work at our Dapto location?

Dapto is called home to 110 of our people.

What does *Home Safely Every Day* mean to you?

Everyone should leave at the end of the day in the same condition they came to work in. It is all of our responsibilities to ensure we have the safest working environment possible. We should never settle for good, always strive for the best.

What are some interesting statistics about Dapto?

Last month we performed value add operations to more than 9,000 vehicles and performed more than 18,000 vehicle transport movements!

What is a goal Dapto is working towards this year?

Continuing to build a safe, sustainable business whilst continuing to improve in all our service offerings to our customers.



HOME SAFELY. EVERY DAY



BUSINESS IMPROVEMENT

LINX team in NSW welcomes 13 new Kenworth Prime Movers



Pictured: Our new Kenworth K200 Prime Movers at LINX in Griffith, NSW

Our LINX Logistics linehaul fleet continues to grow with the acquisition of 13 new Kenworth K200 Prime Movers in Griffith, NSW.

The K200's are favoured for their superior quality in terms of safety, reliability, comfort and durability. This delivers an extended lifespan for the trucks which are able to be redeployed and used across our fleets to deliver diverse services.

“Kenworth is a favoured truck by drivers,” said LINX GM Logistics, Wayne Alpen. “By investing in high quality equipment, we are investing in our drivers and the needs of our customers as we keep their logistic supply chains moving across Australia.”



LINX Port Services sets exclusion zone standard



LINX Port Services has such a high focus on safety that they developed a new safety standard in response to an incident where it was identified we needed to improve the management of 'Line of Fire' risk, in particular the positioning of people during operations.

The Port Services Exclusion Zone Standard developed is a guide to assist leaders in establishing safe systems when working around mobile plant and equipment during loading and unloading operations.

It defines the requirements for safe implementation of exclusion zones, safe stand down zones, traffic zones for all vehicles, mobile plant, pedestrian and lifting interactions on all LINX Port Services worksites.

A great example of being *Brave and Bold* by challenging ourselves and each other to do better, to ensure that we go *Home Safely, Every Day*.
Well done to our LINX Port Services team.



WE ARE ONE



PEOPLE & CULTURE

C3 evolves Employee Assistance Program in New Zealand



Recently C3 in New Zealand changed Employee Assistance Program providers to Vitae.

One of the key reasons for the change is the personalised service Vitae provides; a 'real' person answers all calls 24/7, 365 days of the year providing C3 with a prompt and priority service.

Our C3 teams are encouraged to look for the Vitae brochures and wallet cards in their branches. Once COVID-19 Alert Levels permit, a program of site visits will be rolled out across C3 and a Vitae representative will attend each branch to connect with the teams.

Sometimes it can be hard to call for help. By having a regular visit by one of Vitae's team they will:

- build trust with our employees;
- be available early on for any significant issues that need personal support; and
- be available for issues that might need further specialist support, referrals to appropriate services can be provided.

Employees can self-refer and close family members can be referred through an employee's manager. By offering support to our employees' whanau, we are providing a holistic approach to managing employee wellbeing.



WE ARE ONE

Around LINX CCG



The last lift of logs loaded onto the vessel Da Cui Yun at the Port of Gladstone.

Photograph taken by LINX HSE Business Partner QLD / NT - Vicki Wright

If you would like to contribute a photo of your site for consideration, please send to chainmail@linxcc.com.au or post your image on **Yammer**.



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