



Kevin Beatts, Adam Douglas and Trevor Forde at the 100-year-old All Souls' Anglican War Memorial Church.



Anglican Church Priest the Venerable Dr Rosemary Dunn, Major Mark Smith, Herbert Regional Operations Manager Adam Douglas, State Member for Hinchinbrook Nick Dametto and Father Paul Beasley at the centenary celebrations.

## Memorial church marks centenary

A church built on the Victoria Mill Estate to honour 11 estate residents killed during World War I has marked its centenary.

The All Souls' Anglican War Memorial Church is a permanent tribute to the bravery and sacrifice of the men and all those from the Herbert region who served in the Great War.

Victoria Mill's owner at the time, CSR, donated land and £50 to the Anglican Church to begin construction of All Souls'.

The remainder of the building's construction was funded by the community, with a group of "eager, willing women", many of them grieving relatives, devoting their time to organising dances, fetes and other fundraisers.

The church is considered unique, not only because it is one of the few churches specifically built as a dedicated war memorial,

but also because it features a rare French Schneider quick firing gun out the front.

Given the church's historical significance and location on the mill estate, Herbert Regional Operations Manager Adam Douglas said the memorial was permanently connected to Victoria Mill.

Adam served on the organising committee for the centenary celebrations along with Macknade Mill Administration Assistant Trish Gilbey. He also ensured Victoria Mill supported the event through in-kind donations.

"Our people sand blasted and repainted the gun and made sure the grounds were in excellent condition for the centenary events held in August," he said.

"The church is a really important part of our history.

"The fact it's still here, 100 years after it was constructed, means the supreme sacrifice those brave young men made has not been forgotten."

Adam said a total of 61 employees from Victoria and Macknade mills enlisted in World War I. That included five of the 11 men honoured through the Victoria Estate church.

"Of the 61, three were decorated through distinguished service in battle, with one

>> Story continued on page 2



Wilmar apprentices at the WorldSkills competition are, back from left, Jack Pelleri, Rhyle Burton, Aiden Contzonis, Seth Pugh, Dominick Elliott, Adam Mottin, William Bosworth, Jarad Erkkila, Kylie Gilliland and Joe Vass. At front is Angus Maltby and Cameron Casella.



TAFE's John Girgenti presents Wilmar's Jack Pelleri with the gold medal certificate for fitting and turning.



TAFE's Lex Johnson presents Wilmar's Kylie Gilliland with the gold medal certificate for boilermaking.

## Apprentices reach for the world

Two of Wilmar's Herbert apprentices have won the regional finals for WorldSkills Australia – a trade skills competition that culminates on the international stage in France in 2024.

Apprentice fitter and turner Jack Pelleri and apprentice boilermaker Kylie Gilliland scored the top points for their respective trades at the North Queensland regional finals, held at the Burdekin TAFE campus in late July.

They were among 12 fourth-year apprentices from Wilmar's Herbert and Burdekin mills to take part in the two-day WorldSkills competition.

Training and Development Manager Scott Young said this was the second time Wilmar apprentices had entered WorldSkills, and he was proud of how well they had performed.

"Last year, Jack Pelleri from the Herbert took part in the national finals in Brisbane, which was a tremendous achievement," Scott said.

"I hope Wilmar is represented on the national stage again when the WorldSkills Australia National Championships are held in Melbourne, in August next year."

Scott said the WorldSkills competition was an opportunity for Wilmar apprentices to

benchmark their skills against their peers, and to demonstrate the quality of trade training they received in Wilmar's mills.

Results for the regional finals were:

### Boilermaking

- 1st – Kylie Gilliland, Herbert
- 2nd – Seth Pugh, Burdekin
- 3rd – Joe Vass, Burdekin

### Fitting and turning

- 1st – Jack Pelleri, Herbert
- 2nd – Angus Maltby, Burdekin
- 3rd – William Bosworth, Herbert

>> Story continued from page 1

receiving the Military Cross and two Military Medals," Adam said.

Private Walter Edward Kelley was among the Victoria Mill employees who died during World War I. As a Victoria Estate resident at the time, his name is included on the church's memorial plaque.

Prior to enlisting, Walter worked as a labourer at the mill. His brother, Frank, was also employed there, as a sugar boiler and production chemist. Frank is the grandfather of current Victoria Mill Production Manager Trevor Forde.

Trevor said Walter enlisted when he was 21 and died a year later, less than two months before the war ended. He is buried in the Hancourt British Cemetery in Belgium.

Macknade Mill-based Design Engineer Kevin Beatts also has a Great Uncle named at the church.

Private John Ellenduff Beatts, a cinematograph operator, was 22 when he enlisted in 1916. He was killed in action on 27 September 1917.

He is commemorated at the Menin Gate Memorial to the Missing in Ypres, Belgium.

## ROLL OF HONOUR

CSR employees made a significant contribution to World War I, with a total of 862 employees enlisting across its Australian, New Zealand and Fijian operations.

Of that number, 140 lost their lives in action, with about double that total wounded. Nine were prisoners of war.

A small proportion did not end up serving in the firing line, due to ill-health, employment in munition factories in Great Britain or other accepted reasons.

CSR produced a Roll of Honour after the war to record the names of all its employees who "enlisted in the naval and military forces of the empire and served in the Great War" between 1914 and 1918.

The full roll is available [here](http://www.wilmarsugar-anz.com/wilmar-sugar-mills/1135-roll-of-honour-csr-booklet/file) (www.wilmarsugar-anz.com/wilmar-sugar-mills/1135-roll-of-honour-csr-booklet/file)

### Head Office (Sydney)

Enlisted 64 Deaths 5

### Adelaide Office and Glanville Refinery

Enlisted 23 Deaths 2

### Auckland Office and Chelsea Refinery

Enlisted 100 Deaths 11

### Melbourne Office and Yarraville Refinery

Enlisted 84 Deaths 13

### Macknade Mill

Enlisted 31 Deaths 9

### Brisbane Office

Enlisted 20 Deaths 2

### Freemantle

Enlisted 2 Deaths 1

### Victoria Mill

Enlisted 30 Deaths 6

Other sites CSR owned at the time were Pymont Refinery, Broadwater Mill, Childers Mill, Condong Mill, Goondi Mill, Hambledon Mill, Harwood Mill and Homebush Mill in Australia and Labasa Mill, Lautoka Mill, Nausori Mill and Rarawai Mill in Fiji.



Invicta Mill Safety Advisor Mick Hodgman helped manage Lesley Movigliatti's workplace injury and oversaw her return to work and light duties plan.

## Co-ordinators critical to injury management

Wilmar Sugar has earned a reputation as an industry leader in injury management in Queensland, due in no small part to the business' committed team of Return to Work Co-ordinators.

Representatives from the Office of Industrial Relations' Workers Compensation Regulatory services recently praised Wilmar for its outstanding performance around rehabilitation, return to work, and decision times for claims management.

Workers Compensation and Injury Management Manager Patina Pitkin said the representatives were keen to understand how Wilmar continued to meet such high performance standards.

"We explained that our early intervention program is accepted by the workforce, allowing a positive culture for the reporting of injuries," she said.

"We are also fortunate to have experienced and passionate rehabilitation and Return to Work Co-ordinators at our individual sites who are committed to achieving great outcomes for our employees."

Patina said the RTWCs were often the unsung heroes but played a vital role, supporting workers and their families and maintaining relationships with the professional service providers needed to help with an employee's rehabilitation.

"Their exceptional skill of early intervention and triage helps increase the durability of rehab," she said.

"It's a tough and rigorous job and it

doesn't stop.

"Sometimes they will be in the hospital until eight at night or get a call at 2am and they'll still go to see if the worker is okay.

"They are employees, friends and co-workers."

Invicta Mill GMW Work Execution Officer Lesley Movigliatti was grateful for the work of RTWCs after she fell and broke her elbow at work in October last year.

Lesley was immediately given first aid, and referred to the hospital, where they took x-rays and later performed the first of two surgeries.

She returned to work soon after both surgeries and did light duties until May 2022, to enable her injury to heal properly.

"The Return to Work Co-ordinators couldn't have done more to help me," she said.

"You don't fully appreciate the great work they do until you need them."

Safety Advisor Mick Hodgman has been a Return to Work Co-ordinator with Wilmar since 2016 and said working with Lesley gave him an opportunity to get to know her better.

"It can be a long and difficult journey for all involved and it does bring you closer together," he said.

"It's a relief when the employee gets back to work happy and healthy, and it's great getting to know them better - even if it isn't under the best circumstances."

## Sweet thanks for global team

Cake is a universally recognised way to show appreciation.

So, when the Sugar Australia Finance team wanted to thank Wilmar International's Shared Services team for their help on a recent project, they knew some sweet treats would do the trick.

Sugar Australia Senior Financial Accountant Serena Andrews co-ordinated the delivery of a delicious afternoon tea to the Malaysia-based team.

Serena said Shared Services ANZ provided excellent support to the Finance team during the process to establish Wilmar Ingredients as a stand-alone entity, managed through Sugar Australia.

"The team helped us a lot with things like SAP user acceptance testing and updating vendor and customer accounts," she said.



The Wilmar Shared Services team with their thank you afternoon tea.

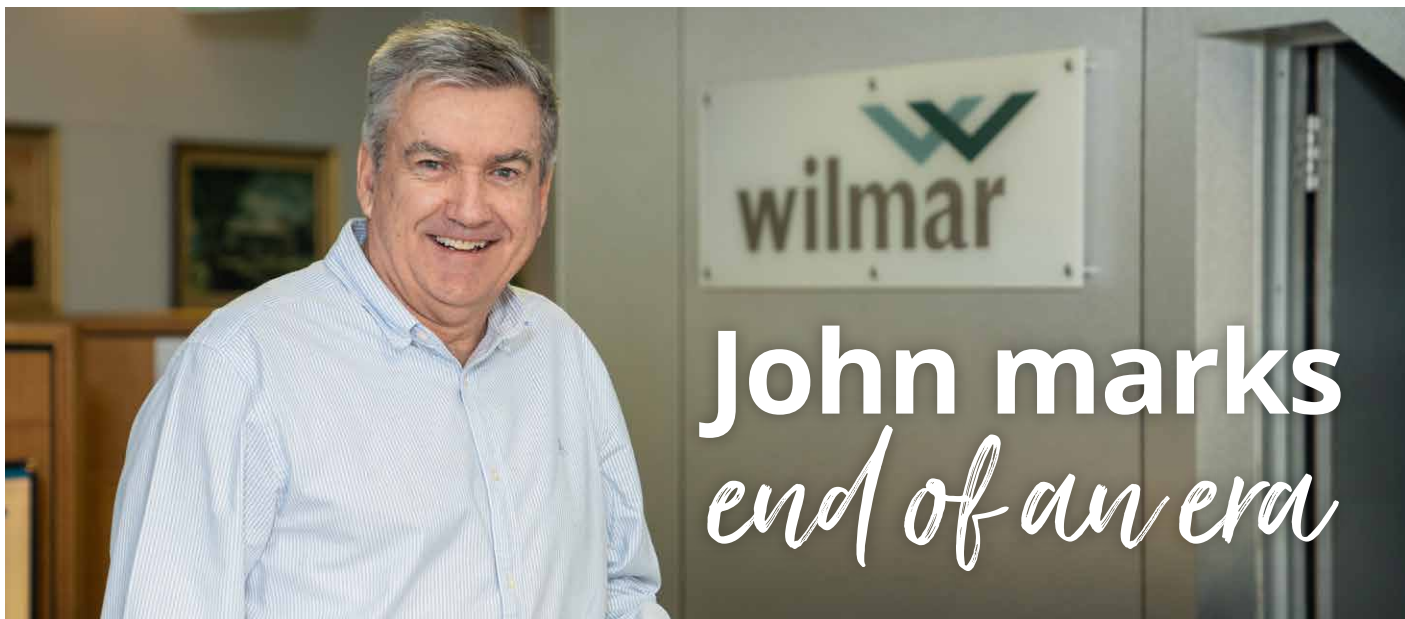
"We wanted to give them something to celebrate the launch of Wilmar Ingredients and to say thanks."

Serena sourced the afternoon tea from a local bakery and arranged its delivery through the food delivery app, Food Panda.

"It was all done through Facebook Messenger," she said.

Irene Chua, from Shared Services ANZ, said the team was grateful for the delivery.

"We received the lovely bread and cake just in time for our tea break," she said.



## John marks *end of an era*

**After an outstanding career spanning more than 45 years, Executive General Manager North Queensland John Pratt is ready to enjoy life away from sugar mills and crushing seasons.**

When a country kid wandered into CSR's Sydney office looking to apply for a cadetship more than 45 years ago, he could never have guessed it would eventually lead to him becoming the head of Australia's largest sugar milling business.

John Pratt was wearing jeans and a western shirt that day. Other young men there to seek the same opportunity were dressed in blazers and ties.

But it was 18-year-old John who caught the eye of the top CSR brass.

"They said: 'You're from the country, are you?' and I said: 'Yes', and they said: 'How would you like an interview?' and I said: 'That'd be good'.

"So, before I knew it, I was getting interviewed and by the time I got back to Lismore they'd offered me a cadetship."

The arrangement saw him employed at a CSR mill while he studied commerce by correspondence through the University of Queensland.

"I was offered a job in North Queensland and that turned out to be Goondi Mill, at Innisfail," John said.

After completing his studies, John filled accounting roles at a range of CSR mills, including Macknade, Victoria, Hambleton, Pleystowe and Kalamia.

Outside of work, he always found time to play sport, particularly cricket, and spend time out on the water.

During the first of two stints in the Herbert region, he met local girl, Karen Vella. They went on to marry and raise three sons,

Joshua, Dean and Mitchell.

John spent more than a year in Brisbane, helping to set up CSR's mills group office after it relocated from Sydney, then moved back to North Queensland in 1987, to Kalamia Mill.

**"The common thing all the way through has been really good people to work with."**

"Just before I started working for CSR, they had sold their New South Wales mills and been effectively tossed out of Fiji when the industry was nationalised," John said.

"What followed was a big strategic repositioning towards the Burdekin – one of the best cane-growing areas in the world – through acquisition of Australian Estates, Haughton Sugar Company and Pioneer Sugar Mills.

"CSR went from having nothing in the Burdekin to progressively becoming the owner of all four mills."



*John in his Plane Creek days with the mill's Engineering Manager Peter Glassop and senior fitter Brian Boswood.*

John did a short stint at Inkerman to bring it into the fold after the CSR takeover of Pioneer Sugar Mills in 1987.

"I then moved to Pioneer Mill, which was when we established the Burdekin region office," he said.

"While I never worked at Invicta, I did spend a lot of time there during the expansion, with capital contracts. And it was an exciting time, with Invicta's capacity almost trebling by the mid-90s."

John highlighted two senior managers who mentored him in the first half of his career.

"There were a lot of good managers and others who gave encouragement," he said.

"If you go right back, the late Phil Sefton (a former Macknade and Victoria Mill Manager) was a really encouraging fellow.

"And (GM Asset Management) Russell Brown's Dad, Don (former General Manager Burdekin Region), had a big influence in the early 1990s."

In 1996, John stepped out of his commercial comfort zone to become Plane Creek Mill Manager, a position that also had responsibility for Sarina Distillery.

His former Plane Creek PA, Alanna Galea, said mill staff were initially very sceptical about a "bloody accountant" taking on the leadership role.

"We could not have been more pleasantly debunked of the theory of a numbers man running the show," she said.

"Yes, he did run by numbers but he also, over the 12 years or so that I worked with John, showed a very compassionate side at times of sadness or loss, as well as being keen to join in and have fun outside of work."

The Mill Manager role required John to lead contract negotiations with growers – the first held at the mill after the sugar industry was deregulated.

His considered approach and easy personality made him fit for the task and he quickly earned the respect of growers.

Interfacing with growers and grower representative groups became a key aspect of every leadership position John held for the remainder of his career.

He returned to Ingham in 2005 as General Manager Herbert, then became GM Grower and Community Relations, and, finally, Executive General Manager North Queensland.

John gained a reputation for being fair, measured, and difficult to get a rise out of, even in the most testing of grower encounters.

The same applied when dealing with challenging workplace negotiations.

“At the end of the day, the sugar industry is like a big family,” he said.

“The miller and grower relationship is fundamentally a partnership. Neither of us has a viable business without the other one.

“I try to see things from the other side of the river. If I was a grower, what would be important to me? Or, if I was a mill employee and my boss was asking me to do that, what would I think?”

“I try and put myself in the other person’s shoes. And, overwhelmingly, whether they’re growers or employees, most people are genuine.

“And a lot of the times, they’ve got real concerns that we need to do our best to address.”

Long-time colleague and friend GM Cane Supply and Grower Relations Paul Giordani said John had a knack of looking at complex issues and breaking them down into parts.

“He can then look at each component and identify what needs to be done, after weighing up the positives and negatives,” Paul said.

“It’s been an important skill when dealing with complex issues in his leadership positions with industry bodies like the ASMC (Australian Sugar Milling Council) and SRA (Sugar Research Australia) where there are lots of different parties.

“With growers, even if they haven’t always agreed with the outcome, John’s approach to negotiations meant they always felt heard and understood.”

John said working in sugar mills had

enabled him to experience a variety of jobs in different workplaces, all while working within the same business.

“The common thing all the way through has been really good people to work with,” he said.

“I would never have stayed in this industry for the length of time I have if I didn’t like the people.



John and Karen have made many lasting friendships through the sugar industry.

“I find, overwhelmingly, growers are authentic, genuine people and our employees are the same.”

While John said much had changed during his 45.5 years in the sugar industry, the elusive “sugar milling trifecta” remained an annual goal.

“Agriculture and weather are inextricably

**“It’s hard to get the trifecta, which is a big crop, good price and favourable weather, with strong milling performance on top to realise it.”**

linked so the highs and lows are part of the reality of sugar,” he said.

“It’s hard to get the trifecta, which is a big crop, good price and favourable weather, with strong milling performance on top to realise it. Usually, one of those factors doesn’t play.

“When you do get a coalescing of good price and good crop, you absolutely need to take advantage of it.

“Hopefully, despite the weather we’ve had in the early part of this season, we’ll be able to achieve that this year, although, clearly, it’s going to be pushing into the riskier part of the year.”

John said he believed the future was bright for the sugar industry.

“We’re clean energy producers, which is a great place to be,” he said.

“I like to think there’s potential to do a whole lot more in the renewable space.

“The trick is, obviously, how to make any investments economic and make sure that

the government policies are supportive of whatever we’re trying to do.”

John said Wilmar International’s significant investment in its sugar, cogeneration and ethanol assets demonstrated its long-term commitment to the industry.

“Since adding Proserpine Mill to the fold in 2011, this last period has been one of trying to bring it all together organisationally and to have more consistency,” John said.

“It’s one business – it doesn’t make any sense to be doing things differently between districts, let alone between mills.

“There’s a lot of good work being done to try to get the best ideas from everyone within the organisation and apply them across all sites.”

Comfortable with the business’ current position, John said he believed the time was right for him to retire.

“I would not have liked to have left a number of years ago, when it was a bit gloom and doom about price, or a little bit earlier when the assets were somewhat run down,” he said.

“But I’m pleased I was able to put forward a case, several years ago, to increase the reinvestment in the mills and Wilmar has strongly supported that.

“Additionally, we now have a top-class farming unit consistently producing over half a million tonnes of cane each year.

“I’m also pleased with the work we’ve done to build stronger systems so we can cope with our experienced people leaving and not lose that knowledge.



Doing a live ABC Country Hour interview at Invicta Mill in 2017.

“It’s also very satisfying to see the scale and quality of major works now being performed by our workforce.”

Although John said he had mixed emotions about leaving the business, he knew it was in safe hands.

“I’m going to miss the people and the routines I’ve been in for so long but I’m also keen to do some other things now,” he said.

“I hopped on a bus over 45 years ago and now I’m stepping off it.

## Yarraville farewells much-loved Professor



The Yarraville Electrical and Instrument team circa 2015 (from left) Travis Mercieca, Wayne Bauman, Andrew Lesueur, Jarrod Reardon, Luke Scott, Wayne McKinnon, Wally Koros, Alan Brown, Steven Moran.



Wayne McKinnon

By Jo Sloggett

As a boy, Wayne McKinnon pulled apart whatever he could lay his hands on, not always successfully reassembling it.

He grew up watching his dad, a self-taught mechanic who raced FJ Holdens, taking the cars apart and fixing everything that came his way.

It was in the workshop at Sugar Australia's Yarraville Refinery that Wayne learnt the skills to put things back together, setting the stage for a 44-year career in the Electrical and Instrument Maintenance Department.

At age 17, without really knowing what an electrical mechanic did, Wayne applied to a Government's Apprenticeship Program, which opened the doors to an electrical apprenticeship at Yarraville.

The organised chaos of the site's old maintenance workshop was a far cry from the well-structured Ammunitions Factory at Footscray where Wayne had worked for the first year of his apprenticeship.

"There were cupboards just piled up with junk you sorted through to get the spare parts you needed," Wayne said.

"But the workshop was full of post-war migrants - tradesmen who were magnificent to work with and learn from on the tools.

"They looked after me and treated me like a son."

There was great camaraderie among the Yarraville Refinery workers with dances, dinners, western nights, pool and table tennis competitions, all held in the Amenities building, with a putting green out the back, thanks to the chief draftsman's penchant for golf.

Post apprenticeship, Wayne moved to the Drawing Office, then, in 1984, into the Instrument Shop, where his inquisitive mind and thirst for knowledge were piqued, prompting him to study to attain a Certificate in Instrumentation & Control.



The Yarraville Electrical and Instrument team circa 1980. Wayne is back left.

The deregulation of the sugar industry in 1993 sparked significant change, with Wayne grabbing opportunities as they arose. After a stint at Sarina, working on a pilot project to set up a refinery attached to Plane Creek Mill to produce VLC (very low colour) sugar for Yarraville Refinery, Wayne returned to Yarraville.

While helping now National Engineering Manager Ray Clarke interview for the role of Instrument and Electrical Team Leader, Wayne realised he was probably the best person for the job. He was right, and held the role for more than 14 years, becoming a mentor to those in the maintenance team.

In recognition of his extensive factory knowledge and technical ability, Wayne became known as The Professor.

"Seeing a machine working again, or helping someone with a problem they've

got, drives me," Wayne said.

"Whether it's a work problem or a home problem, I am always happy to help."

Wayne became a champion for mental health in the workplace, helping to change attitudes by encouraging discussion and providing support for employees experiencing issues.

When Sugar Australia made the decision in 2003 to outsource maintenance work to contractors, Wayne moved to Transfield services for 10 years, then Engineering and Maintenance Solutions (EMS), when the company changed suppliers.

He said while it was a challenging time, his love for the Yarraville factory, which he affectionately calls 'the old girl', did not waiver.

"I saw the factory as my focus," he said.

"The old girl had paid my way. She'd paid my wages, paid for my home, and my family. The old girl has looked after me. So I decided to look after her and help make her run the best she can."

Wayne farewelled the old girl for the last time in June to enjoy his well-earned retirement.

While the Yarraville team was sorry to say goodbye to a leader, great friend, and all-round top bloke, they're also pleased Wayne now has time to get one of his MGs on the road, go sailing down the waterways of the Gippsland Lakes, or share a good yarn with friends and family.

His legacy will continue long after his retirement, and the old girl is thankful for his 44 years of service.

# Building a positive culture



A chance meeting with a family friend at a shopping centre has led to a long-running career in People and Culture for Emma Forsyth.

As a result of the meeting, Emma (pictured), Sugar Australia's General Manager People

and Culture, was offered a week of work experience at James Hardy.

"I worked in every department, but immediately fell in love with P&C," Emma said.

"I loved the fact that you could have such an influence in helping create a great experience for people while they were at work."

In her current role, Emma's focus is on building a culture of which people can be proud.

This includes one-on-one coaching with all members of Sugar Australia's ALT (Australian Leadership Team) and XLT (Extended Leadership Team) to help them understand how their behaviour affects their team members and the organisation's culture.

Emma said the People and Culture team was extremely collaborative and had worked hard to drive greater clarity on roles and

responsibilities within the team, in order to provide better support and value to the organisation.

"One of my favourite things about working in HR is the opportunity to make work a great experience for everyone," she said.

"It's a privilege to be able to make changes for people and their day-to-day lives, especially given we spend so much time at work."

Emma is currently working on the launch of Sugar Australia's new Achievement Planning process and supporting technology.

"Through this process, we're hoping that people can gain greater clarity on how their role contributes to the overall success of the business," she said.

"As a result, they can invest more time focusing on their personal development and wellbeing."



## Tribute to Chelsea *Pink champion*

The team at the Chelsea Factory has paid tribute to the visionary responsible for the site's iconic pink exterior.

Sir Michael Fowler, a renowned architect and former New Zealand Sugar Director, passed away in Wellington in early July, aged 92.

Robert Lowndes, who was Managing Director of the New Zealand Sugar Company from 1987 to 1993, described Sir Michael as forthright, supportive, friendly and full of energy.

He said Sir Michael was given the job of choosing the factory's new colour scheme after regularly expressing his concern about the existing paint job.

"At that time, the various buildings were painted in different colours, purportedly to give the impression of a village," Robert said.

"So I asked Sir Michael to come up with a colour scheme. He produced some beautiful sketches (pictured) to show the effect of painting the buildings pink with a rich blue boiler stack and trim.

"He then had the engineers paint a small building's four walls, each wall with a different shade of pink. From these he chose the final colour."

Robert said the project was not without controversy, with a number of community complaints received from residents across the bay, once the painting started.

"I handed the complaints to Sir Michael, who wrote back to them slightly threateningly saying how dare they criticise a work of art before it is finished!"

Robert said Sir Michael was also instrumental in the refurbishment of the four historic houses on Colonial Road that were becoming derelict at the time.

"He wanted to rent them out to ensure they remained in a liveable condition," Robert said.

"He worked with the factory engineers to achieve a great result."

## Apprenticeship kickstarts career in mills



Damon Swarbrick has spent two decades in sugar mills after starting out as an apprentice.

Damon Swarbrick's apprenticeship laid the foundation for what continues to be a rewarding career in sugar mills.

The Ingham local secured a fitter fabricator apprenticeship at Victoria Mill straight out of high school.

He stayed on with the company, then CSR Sugar-owned, after completing his trade training.

"I was lucky enough to get a job over here (at Macknade) as a Fitter Fabricator in 2006," he said.

These days, he works as a Reliability Technician at Macknade, as part of the Herbert Execution team.

Damon said he liked the consistency of his role and being part of the close-knit Macknade team.

"I enjoy knowing my area and having responsibility for it; being able to come into work every day and know my machines and my workload before I even get there," he said.

"I have plenty of good workmates here at the mill. It's a little further out from town but the guys here make it worth it."

With a young family, Damon said the ability to work close to home was important.

"I like that I'm home after every shift," he said.

## Record apprenticeship intake

The northern HR team is currently assessing applicants for the largest apprenticeship intake on record.

Wilmar Sugar is offering 49 first-year apprenticeships across its Queensland factories in 2023 – a 60 per cent increase on the average annual intake.

Training Superintendent Daniel Shipard said applications closed on 7 August and short-listed applicants were undergoing aptitude testing.

Apprenticeships are available in electrical, fitting and turning, boilermaking and diesel fitting.

## New head of Grower Marketing



Manager Grower Marketing Simon Hood

Simon Hood joined the Wilmar Sugar Australia business in June as Manager Grower Marketing, based in Townsville.

He picks up key aspects of David Burgess' role. David is transitioning into retirement after 13 years as General Manager Marketing.

Simon heads up a team of Grower Marketing consultants and analysts who work with growers across Wilmar's Herbert, Burdekin, Proserpine and Plane Creek milling regions.

He brings an in-depth understanding of agricultural commodity risk management to the job, having worked in similar roles with Fonterra Australia, Namoi Cotton, Elders, Rabobank and Michell Wool.

Simon said he was looking forward to applying his agribusiness experience to the sugar industry.

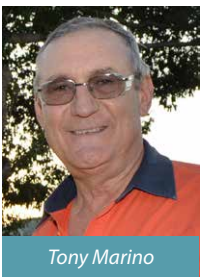
"I believe the sugar industry is a well-kept secret in the commodity risk management space," Simon said.

"The products and services Wilmar offers cane growers to help manage price risk are world class.

"I'm looking forward to leading the Grower Marketing team, and building on its success to secure more Australian sugar for Wilmar to market globally."

# Changing of the guard at Proserpine

After four decades in the sugar milling industry, Proserpine Cane Supply Manager Tony Marino has headed into a well-deserved retirement.



Tony Marino

He has passed the torch on to Jed Page, who made the move south from Tully to become the new Cane Supply Manager for Proserpine Mill.

Tony has worked across seven Queensland sugar mills since

starting his career as a Graduate Cane Inspector in 1981.

“At the time, CSR was recruiting university graduates and I had just finished a Bachelor of Business in Rural Management at Gatton. Because of the demand for cane inspectors, I was able to gain valuable experience and move up the ranks fairly quickly,” he said.

“I first started at CSR’s Goondi Mill near Innisfail, which included a brief period at Hambledon Mill just outside Cairns, not far from where I spent my childhood on the family farm. Both of those mills have since shut down.

“Over the years, I’ve worked in all of Wilmar’s



Retired Cane Supply Manager Tony Marino (left) with Jed Page, who has stepped into the Cane Supply Manager role.

milling regions, Townsville head office, and most of its mills. I’ve spent time at Victoria and Macknade mills in the Herbert, Invicta in the Burdekin, Plane Creek Mill at Sarina and more recently Proserpine Mill.”

The latter part of Tony’s career was spent in Cane Supply Manager roles – nine years at Plane Creek Mill and the last five years at Proserpine Mill.

Tony is part of a multi-generational sugar industry family.

“My grandfather started working in the sugar industry in the 1920s on a farm at Fishery Falls near Gordonvale, my father continued on his legacy and my son and I both ended up working for Wilmar Sugar – me as a Cane Supply Manager and David as the Assistant Production Superintendent at Inkerman Mill in the Burdekin.”

Tony said he had enjoyed the stability and diversity of working at Wilmar Sugar, which enabled him to make some great friends over the past four decades.

“It’s the people that make the mill,” he said.

“I have stayed with the company for over 40 years. Not many people get the opportunity to work somewhere for so long.”

Tony and his wife Lorraine have moved to Townsville to be closer to their children, and their first grandchild, who was born in August.

Jed Page, who has stepped into the role of Proserpine Cane Supply Manager, previously worked as a Logistics Officer at Tully Sugar Mill.

“It’s been a good and fun challenge to take on this role,” Jed said.

“I spent five weeks working closely with Tony as we transitioned over, which has been a great start to the job, and I am at the point now where everything is really starting to click.

“I’m looking forward to working closely with the Cane Supply team, local growers and harvesting contractors to get the 2022 sugarcane crop off the ground.”

## Crush hits 40 per cent mark



Wilmar’s eight mills have now processed 40 per cent of the total estimated crop.

General Manager Operations Mike McLeod (pictured) said the crop was recently re-estimated at 16.05 million tonnes – about 6 per cent up on the pre-season forecast.

The big crop, combined with significant rain delays at the start of the crush, means the season is not expected to finish until December.

“Our Operations and Cane Supply teams are very focused on getting the crop off,” Mike said.

“We know there’s an above-average chance of seeing more wet weather between now and the end of the year, so our focus is on maximising rate and reliability.

“Our factories have settled into the season, and we’re seeing good performance overall.”





James Wallace (back, from left), Paul Giordani, Mike Davern, Kylie Newman, Tania Dalton, (front), Claire Wallace, Miles Newman, Sam Wallace and Lachlan Dalton.

## Wilmar keeps Train Park steaming along

The Townsville Train Park's much-loved steam locomotives are powering on, thanks to a donation of coal from Wilmar Sugar.

Train Park organisers put out an urgent call for help in July after they were unable to source coal to run their two small steam trains.

Wilmar was quick to spring into action, with the Herbert Cane Supply and Transport team donating a half-tonne bag of coal that will see the *Heidi* locomotive continue to run for the

rest of this year.

Herbert Cane Supply Manager Lindsay Wheeler said the coal was from a stockpile kept at Victoria Mill to run Wilmar's 108-year-old *Homebush* steam train.

Due to COVID, *Homebush* train rides have not featured at Ingham's community festivals since 2019.

"With *Homebush* temporarily out of action, we're pleased that the coal will still be used

to power steam train rides for the public," Lindsay said.

"The Townsville Train Park team do a great job and their monthly Run Days are extremely popular.

"As we are well aware, there are a lot of train enthusiasts out there – both young and old."

The *Heidi* locomotive's owner is former Home Hill accountant, Mike Davern, who built the steamer 35 years ago.



Proserpine JRL clinic.



Burdekin JRL clinic.



Herbert JRL clinic.



Cowboys Game Development team members with Wilmar representatives at the Burdekin clinic.

## JRL clinics with Cowboys crew

The North Queensland Cowboys' Game Development team headed into sugarcane country in July and August to run JRL clinics with local clubs.

The Wilmar-sponsored clinics were held in Ingham, Proserpine and the Burdekin and featured current and former Cowboys players, including Mitch Dunn and Ray Thompson.

Juniors aged from 7-12 were put through their paces with a range of footy drills.

At the end of the hour-long session, Wilmar representatives had a quick chat about cane train safety, before handing out prize packs

and jelly beans.

The JRL clinics have been a key part of Wilmar's community partnership with the North Queensland Cowboys for a number of years.

Wilmar has a similar arrangement with the Townsville Fire WNBL team, which runs an annual, free junior basketball clinic with Burdekin Amateur Basketball juniors.

This year's Fire clinic, held in the mid-year school holidays, featured coach Shannon Seebohm, Courtney Woods and former Burdekin resident Aliza Fabbro.



Jim Kirchner (back, from left), Tony Marino, Mitchell Greenberg, Raymond De Lai, Tayla Hickey, Kaitlyn De Lai, Jed Page, Pat Newman, Emily Jones, Chris Weight (front), Paul Giordani, Leanne Oliveri, Kylie Newman and Miles Newman.



Sam the cane train with Tayla Hickey.



Todd Cockburn.



Tiffany Olditch.

## Cowboys and cane trains

Footy fans were encouraged to #useyourtrainbrain when the Wilmar team took over Community Corner for the North Queensland Cowboys' home game against the Cronulla Sharks on 15 July.

The pre-game fun included coloured hair spray, free face painting and a selfie competition to win Cowboys tickets.

Wilmar's cane train safety mascot Sam also joined the activities, keeping fans entertained around the stadium.

The event doubled as an opportunity to raise

money for charity partner Ronald McDonald House Charities North Australia.

Victoria Mill Major Works Co-ordinator Todd Cockburn showed off his kicking skills in the Toyota Hilux Kick at half-time, slotting more than 10 conversions to secure \$1,000 for the charity.

With thousands of Cowboy fans travelling along the Bruce Highway through cane-growing communities to attend home games, the Community Corner is a great opportunity for Wilmar to spread important cane train safety messages.

## It's a wrap for *Black Snow* shoot



Australian actor Travis Fimmel stars in *Black Snow*.



The Proserpine Mill estate, where some of the filming took place, backs on to the main street of Proserpine.



The Proserpine Mill site was turned into a worker's village for the shoot.

Filming of the Stan Original mini-series *Black Snow* has wrapped up in North Queensland.

The cold case murder mystery was filmed on Wilmar's Proserpine Mill estate and dozens of other locations in the Mackay and Whitsundays region between June and August.

The Proserpine Mill film location was transformed into a worker's village for the three days of on-site filming.

*Black Snow* stars Australian actor Travis Fimmel of *Vikings* fame. It's billed as a gripping six-part, mystery-drama series set in a small cane farming town in North Queensland with deep ties to the Australian South Sea Islander community.

The series is due for release early next year, however producers are planning a special screening at the Proserpine Entertainment Centre.

Location Manager Tony Clarke said the principal photography wrapped up in mid-

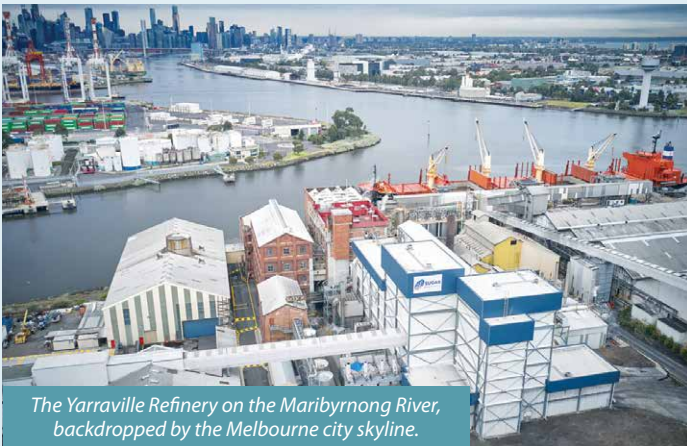
August and the series was looking great.

"After 48 locations, 56 shoot days and 350 amazing local extras, *Black Snow* has now completed principal photography in Proserpine and the Whitsundays region of Queensland," he said in an email.

"On behalf of Goalpost Pictures, our cast, crew and producers, we'd like to extend a sincere thank you to the Wilmar team for letting us film at the Proserpine Mill. It really helped anchor our world."



Refinery Operator Mick Ognenovski oversees unloading at Yarrville Refinery's raw sugar shed.



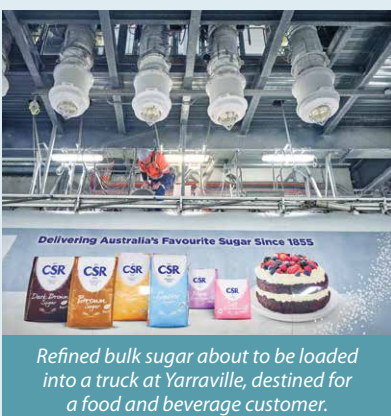
The Yarrville Refinery on the Maribyrnong River, backdropped by the Melbourne city skyline.



The Glebe Packing Plant, backdropped by the Sydney city skyline and Sydney Harbour Bridge.



Leonard Joy and Scott Donnelly watch industrial bags of CSR Sugar come off the line at the Glebe Packing Plant.



Refined bulk sugar about to be loaded into a truck at Yarrville, destined for a food and beverage customer.

## Sugar Australia in pictures

Sugar Australia has embarked on a project to capture its sites, products and people in pictures.

Professional photographer Alistair Fletcher was engaged in April to do a two-day photo shoot at the Yarrville Refinery, which included images for the business' Sustainability Vision.

He captured the Glebe Packing Plant at Sydney in July, and will travel to Mackay in October to do a two-day shoot at the Mackay Refinery and Mackay Port Terminal.

Sugar Australia Chief Operating Officer Paul Gregory said the co-ordinated project would give the business an up-to-date library of high-quality images.

"These images are an important resource, as they help us tell the story of who we are, what we do and how sustainable our operations are," he said.



Prakash Ramachandran (left) and Roosh Chady-Bauhal from the Sugar Australia Finance team.



Packing Operator Saviour Buhagiar at Yarrville's syrup shed where CSR Golden Syrup is packaged.



Darryl Pilchowski, Fabian Sataro and Glenn O'Malley



Robert Rogers, Glenn Nicholson and Peter Larsen



Mick Giorgas



Tiarna Tarlowski, Yvette Drysdale and Kelsey Shand



George Russell and Tayla Hickey



Harrison Slogrove, James Wallace and Tyrone Small

## Tri-iffic result for Wilmar teams

Winners were grinners when Wilmar Sugar employees braved gusty conditions to participate in the corporate teams triathlon at the 2022 Townsville Triathlon and Multisport Festival last month.

The Wilmar Wizards, comprising Peter Larsen (swim), Robert Rogers (bike) and Glenn Nicholson (run), took out 1st place in the Men's section of the Enticer Corporate Teams Triathlon and came 2nd overall.

They were closely followed by Wilmar's two other men's teams, who finished 3rd and 4th in their section.

Wilmar also entered a women's team for the first time in several years, with superfish Tiarna Tarlowski recording the 6th-fastest swim of all corporate teams swimmers.

Project Manager Tayla Hickey, from Wilmar's Townsville office, and Sarina-based Agricultural Services Business Manager

George Russell showed off their fitness, competing in the individual standard triathlon, while Townsville Strategy Engineer Mick Giorgas did the sprint distance.

Wilmar was a sponsor of this year's Townsville Triathlon and Multisport Festival, which had not been held since 2019, due to COVID-19. As part of the sponsorship, Wilmar employees and their family members were offered free entry into all festival events.

## Hi-vis fashion for Zonta event

Sharon La Spina repurposed her old hi-vis Wilmar shirts to make a dress for the Zonta Club of Burdekin's International Women's Day lunch.

Wilmar Sugar was a major sponsor of the event, which had the theme "Sustainability, recycling and climate change".

Sharon, Senior Asset Manager Business Management Systems, was a guest speaker at the lunch, alongside her mother, Dr Barbara Cheshire, and daughter, Dr Lucy La Spina.

Funds raised through the event supported Zonta's breast care and birthing kits project.





Thomas McGarry (left) from VR production company Little Hinges visited Pioneer Mill earlier this year to scope shooting locations for the VR project. He is pictured with Amanda Crowther and Emily Jones from the Corporate Relations team, and Pioneer Mill Assistant Production Superintendent Glenn Nicholson.

## Virtual mill tour in production

Members of the public will soon be able to take a tour of Pioneer Mill without setting foot in the factory.

Wilmar's Corporate Relations team is working with production company, Little Hinges, to create a virtual reality tour of the mill.

The first of its kind for Wilmar, the production will enable anyone, anywhere, to take a virtual tour through the factory via their desktop, laptop or mobile phone.

Wilmar Media Manager Leanne Oliveri said the tour would also be made available to visitor information centres, schools, kindergartens and major community events.

"The 3D filming is happening at Pioneer Mill from Monday, 5 September through to Friday, 9 September," Leanne said.

"We expect to have the project finalised before the end of the season."



Racecourse Refinery employees Stephen Grieshaber and Sharon Nuttall talk to locals at the Mackay Show. The video is playing on the screen at right.



The video shows the refining process and sugar supply chain.

## New video on show at The Show

The Racecourse Refinery in Mackay has lifted its local profile with help from a new video called 'Making Refined Sugar'.

The video debuted at the Mackay Show in June, where it featured on a stand alongside the CSR Sugar products produced at the refinery.

Operations Manager Shane Legood worked with the Corporate Relations team and a Mackay production company to create the seven-minute video.

"We were offered a stand at the Mackay Show, which I saw as an excellent opportunity to lift the profile of the refinery, the Mackay Port packing facility and the CSR Sugar brand," Shane said.

"It amazed me just how many locals didn't know there is a sugar refinery in Mackay or that CSR Sugar products are made and packed right here in their backyard.

"This video was about promoting the Sugar Australia business and giving people an insight into the Racecourse Refinery, the Mackay Port Terminal, the sugar refining process and the sugar supply chain."

Shane said the video was a great drawcard at the show, as were the locally-made CSR Sugar products on display.

"One of the most popular items was the microscope from our control room. The kids in particular loved putting the different sugar crystals on the slide and looking at them under the microscope," Shane said.

The Making Refined Sugar video is on Wilmar Sugar's website, under the [Resources](#) tab ([www.wilmarsugar-anz.com/media-centre/resources](http://www.wilmarsugar-anz.com/media-centre/resources)), as well as Sugar Australia's [YouTube](#) channel (<https://www.youtube.com/watch?v=4zGAR6lPDU&t=2s>).

# Service Awards

Congratulations to all Wilmar ANZ employees who achieved service milestones between January and August 2022.

## WILMAR SUGAR AUSTRALIA 50 years



Plane Creek Mill Work Execution Superintendent Norman Van Blerk congratulating Instrumentation Tradesman David Hall on 50 years of service.

**January** David Hall (Plane Creek Mill)

### 40 years

**February** Robert Borg (Pioneer Mill), Garry Noonan (Proserpine Mill)  
**March** Richard Comin (Plane Creek Mill)  
**April** Brian Chauntler (Proserpine Mill)  
**August** Angelo Pennisi (Victoria Mill), David Jesse (Pioneer Mill)

### 30 years

**January** Daniel Ellis (Townsville Office)  
**February** Justin Curiso (Inkerman Mill)  
**May** Ronald Pallanza (Herbert Rollingstock)  
**June** Loui Gaggiano (Herbert Cane Supply)  
**July** Trevor Dibben (Proserpine Mill), Antonino Crisafulli (Macknade Mill)

### 20 years

**January** Finlay Marr (Invicta Mill), Jenny Statham (Inkerman Mill), Antonio Pannia (Macknade Mill)  
**February** Jenny Kings (Wilmar Ingredients), Shane Sadleir (Macknade Mill), Damon Swarbrick (Macknade Mill), Michael Accendere (Victoria Mill)  
**March** David Podesta (Ethanol NSW),

**April** Vivian Zupp (Victoria Mill)  
**May** Adam Douglas (Victoria Mill), Paul Withers (Burdekin Cane Supply), Bradley Smith (Victoria Mill)  
**June** Franco Zaini (Townsville Office), Anthony Giardina (Asset Management), Troy Bridges (Inkerman Mill)  
**August** John Meredith (Pioneer Mill)

### 10 years

**January** Daniel Rountree (Victoria Mill), Brodie Hanson (Inkerman Mill), Jeremy Neale (Victoria Mill), Ben Zullo (Macknade Mill), Samuel Pocock (Plane Creek Mill), Olivia Sinardi (Brisbane Office), Alex O'Keeffe (Townsville Office), Rowan McDowell (Invicta Mill)  
**February** Shaun Iwaszczyn (Inkerman Mill), Scott Grigg (Proserpine Mill)  
**March** Dylan Carew (Burdekin Workshop), Santo Lamari (Herbert Cane Farms), Errol Cerutti (Victoria Mill), Scott Walters (Inkerman Mill), Leigh Armstrong (Macknade Mill)  
**April** Megan Bourne (Herbert Services), Izaak Mombelli (Macknade Mill), Terry Rapetti (Macknade Mill), Jeffrey Granshaw (Burdekin Cane Farms), Mike McLeod (Townsville Office), Peter Pattinson (Burdekin Cane Supply), James Wallace (Invicta Mill), Blake Martin (Sarina Distillery)  
**May** David Zeller (Townsville Office), Vaughan Jones (Townsville Office), Darsha Masin (Townsville Office), Alan Galbraith (Kalamia Mill)  
**June** Nicholas Parison (Burdekin Cane Farms), Luke Cavanagh (Invicta Mill), Tina O'Hare (AgServices), Jerome Farnell (Burdekin Cane Supply), Matthew Telford (Proserpine Mill), Lynette Weakley

(Kalamia Mill)  
**July** Craig Jepsen (Kalamia Mill), Derrick Tareha (Plane Creek Mill), Alexander Cabanas (Plane Creek Mill)  
**August** Paul Tabone (Herbert Rollingstock)

## SUGAR AUSTRALIA/ NEW ZEALAND SUGAR

### 50 years

**March** Peter Simpson (Chelsea)

### 40 years

**January** Martin Speers (Yarraville Operations)  
**April** Todd Moller (Chelsea)

### 30 years

**January** Steven Fenech (Yarraville Operations)

### 20 Years

**February** Trevor Paxton (Chelsea), John Brisbane (Yarraville Operations)  
**July** Jason Reter (Yarraville Operations)  
**August** Linda Clarence (Chelsea), Dean Bell (North Fremantle), Brian Dickie (Chelsea)

### 10 years

**February** Zac Ludowyk (Yarraville Operations)  
**March** Mick Hodges (Mackay Port), Patrick Gauci (Mackay Port), Phillip Woods (Mackay Port)  
**June** Rob Jurg (Racecourse Refinery)  
**July** Gerson Garcia (Yarraville Operations)  
**August** Mary Harrington (North Ryde), Kellie Martin (Racecourse Refinery)

# In the Mix



The Townsville office Finance and Electrical Engineering teams joined forces for a National Heart Foundation morning tea. They raised a total of \$950. Tayla Hickey, Neomi Butler, Nicole Butler, Steve Godfrey and Camilla Woods were among the organisers.



Jerome Farnell, Shane James, Ben Smith and Pat Newman were the victors at the Cootharinga Charity Golf Day in July. The event raised more than \$10,000 for the disability support service.



Tiffany Olditch, Helen Burbidge and Kylie Newman were part of the Wilmar team that participated in the Home Hill Tennis Association's 12-hour Rally for a Cure event to raise money for Cure Brain Cancer.



Glebe Administration Support Officer Tiffany Kurniawan.



Barry Colquhoun, from Kalamia Mill, and Michael Littlefield, from Inkerman, were the lucky winners of Wilmar's employee competition for Cowboys vs Broncos home game tickets.



AgServices Northern Sales Agronomist Jacob Snyman was a friendly face at Wilmar's Show Whitsunday stand. Proserpine Grower Marketing Consultant Shirley Norris helped co-ordinate the stand.



This photo represents almost 150 years of combined service. Chelsea Refining Process Coordinator Tony Grant (left, 49 years) and Wilmar Group Technical Manager Peter Simpson (right, 50 years), congratulated Chelsea Process Engineer Warren Jones on his recent retirement after 45 years of service.



Refinery Operator Charles Garrow in the recovery station at the Yarraville Refinery.

Issue 10 - September 2022

Editorial by Kylie Newman, Leanne Oliveri, Kaitlyn De Lai, Emily Jones and Jo Sloggett.

Photography by Corporate Relations team, Swagger Photography, Cameron Laird Photography, Stan, North Queensland Cowboys and supplied.

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