

The Mix

ISSUE 7

wilmar



Cake-cutting duties were given to long-serving Invicta Mill employee, Work Execution Superintendent Daryl Stockham (second right), pictured with Senior Asset Manager Business Management Systems Sharon La Spina, Invicta Production Superintendent James Wallace and Burdekin Regional Operations Manager Paul Turnbull.

Centenary celebrations

Invicta Mill's Centenary was celebrated in August with a barbecue lunch and big birthday cake.

The event was held on 12 August to mark the special milestone with employees.

While this year marks 100 years since Invicta commenced operations at Giru, the mill started its life in New South Wales in the early 1880s. It was then moved to Bundaberg and operated at South Kolan, before being disassembled again and moved to its permanent home near the banks of Giru's Haughton River.

Invicta crushed its first cane at Giru on 6 August 1921, crushing a total of 37,036 tons of cane in its inaugural season. This year – its 101st crushing season – it will crush about three million tonnes of cane.

Invicta Production Superintendent James Wallace thanked all employees for their contribution and said he looked forward to many more successful years ahead for Australia's largest raw-sugar-producing mill.

Invicta employees were each given a commemorative fishing shirt as a Centenary memento.

Community celebrations that were to be held on 13 August were postponed due to uncertainty around COVID-19 outbreaks in Queensland at the time. They will now be held on Friday, 15 October.

Big cane, big gains

A six-metre stick of cane is impressive by any measure, but even more so when it was produced on a Burdekin farm block with challenging soils and a history of low productivity.

Wilmar farmhand Wayne Boccalatte was stoked to find the giant specimen when the Stockham Road block was being harvested in August.

He knew the crop of plant cane would produce good yields, but even he was surprised when the results came in.

It yielded 177 tonnes of cane per hectare, well up on the 115 tonnes/ha produced from the last plant crop in 2015.

The more important result was the sugar yield: 26 tonnes of sugar per hectare – a 40 per cent increase on the 2015 crop.

Agricultural Productivity Manager Peter Larsen said the big productivity gains were due to soil improvements, irrigation improvements and optimum irrigation scheduling.



Farmhand Wayne Boccalatte with the six-metre stick of plant cane at Wilmar's Stockham Road farm at Upper Haughton in the Burdekin.

"The Stockham Road block has very marginal, sodic soils that don't hold a lot of plant-available water," Peter said.

"This means that even when you irrigate, the plant will struggle to access the water and won't grow as well as it should.

"We've improved the soil by deep ripping to reduce soil compaction, and by applying mill mud and ash at 80 tonnes/ha, banded under the soil in the mound, to improve the soil's

>> Story continued on page 2

Safety first for Maddy and Aldert



Wilmar ANZ is in safe hands with Maddy and Aldert Portwig.

Maddy and Aldert Portwig's big personalities and cheery dispositions make them purpose fit to help drive positive safety change in a workplace.

Always up for a chat and a joke, the pair love the engagement aspect of their respective safety roles for Wilmar ANZ and are dedicated to going above and beyond to keep their colleagues safe.

Aldert is EHS Business Partner for Wilmar BioEthanol, taking in Sarina Distillery,

Oonoie, Mackay Harbour, and the Yarraville Processing and Packing Plant, as well as Brisbane and Sydney-based BioEthanol employees, while Maddy is SHE Coordinator for Sugar Australia's Northern loop, encompassing Racecourse Refinery, Mackay Port and the Glebe Island Terminal.

"From the moment I started working at Sugar Australia I felt part of the family," Maddy said.

"People are my passion. I will always make myself available to give advice on safety matters or just be an ear to listen and support someone in need."

Aldert said he treated each site as a different entity when it came to safety, rather than forcing a one size fits all approach.

"All workplaces have key individuals who influence how a site operates. My approach is to develop systems or processes that complement that particular part of the business," he said.

"I like to get points on the board by working with teams and groups to help them achieve their safety goals."

Although Aldert acknowledges the pair have different approaches to safety - "Maddy is more methodical in her approach, while I am instinct driven" - they share key personality traits.

"We are both extroverts and we love having a laugh, both at work and at home," he said.

Maddy and Aldert met in South Africa in 1999, after dazzling each other with their sick dance moves in a Witbank nightclub.

Aldert was working for Anglo American South Africa as a safety champion at the time, while Maddy was studying sport and physical technology.

They were married in 2001 and welcomed their first of two daughters in 2005.

When a job opportunity arose in 2005 for Aldert to transfer to Anglo American's Australian operations, the couple made the move with their young daughter.

Maddy landed her first safety-related job soon after, working as a health, safety and training administration assistant at Anglo American's Capcoal open cut mine in Central Queensland. Aldert was also employed there in a centralised safety advisor role for opencut and underground.

Keen for a better work-life balance, Aldert left the mining industry and joined Wilmar BioEthanol in 2018. Maddy was not far behind, taking up her current position with Sugar Australia in 2019.

As the later entrant to the safety industry, Maddy said she appreciated Aldert's advice and support.

"Having a partner in safety can be a great advantage or a big disaster," she joked.

"Aldert has been working in health and safety for most of his working career and has a lot of knowledge in the field.

"There are times when we do not see eye to eye on some things but we still respect each other's opinion."

>> Story continued from page 1

moisture-holding capacity."

Peter said the business had invested in better irrigation infrastructure, including improving the recycle pit and new underground pipes with risers that allow the cane to be irrigated more regularly and consistently.

"Our Farms Operations Manager Lionel Jensen has played a lead role in planning and project managing the irrigation infrastructure upgrades across the Burdekin farms over a number of years," he said.

"The other factor is good day-to-day farm management. The Farms team should be proud of what they've achieved on Stockham Road, particularly Wayne Boccalatte who is a



Wilmar's work to boost productivity, such as investment in better irrigation infrastructure, like recycle pits, supports the viability of the company's mills.

guru when it comes to irrigation."

Peter has overseen a six-year trial involving the use of mill by-products to improve farm productivity.

His trial work under the Cane Supply

Improvement Program has shown farmers can achieve yield increases of 10 to 20 per cent by applying mill by-products between 50 to 100 tonnes/ha in bands for their particular soil type.

General Manager Agriculture Ian Davies said the results of Wilmar's trial work had been shared with productivity services across Wilmar's milling regions.

"Productivity boards have been holding shed meetings in the Burdekin over the past few weeks to talk with growers about the trial results and the feedback has been extremely positive," Ian said.

"Growers are genuinely excited about the potential for soil improvements and productivity gains, within best management practice guidelines."

People key to Roy's *love of Chelsea*

After 13 years at the helm of New Zealand Sugar's Sales and Marketing team and as a member of the Chelsea Leadership Team, Roy Millar is stepping into retirement.

Roy will leave a legacy of strong growth in the export sugar and export blends businesses for New Zealand Sugar, as well as strong results in domestic food and beverage and retail market position.

When asked what he had enjoyed most about his time with the business, Roy said the answer was easy.

"It's always been about the people at Chelsea," he said.

"They are such a great group of people to work with. Everyone just gets on and gets the job done and everyone is so customer focused."

Roy said he would miss the drive down the road to the factory and offices every morning.

"It doesn't feel like I'm going to work," he said.

"It's such a pleasant part of the day, and even once you are on site, the environment is so perfect."

Currently in lockdown with the rest of New Zealand, Roy has plenty of activities planned to keep him busy in his retirement, once restrictions ease.

"I'm looking forward to spending retirement on the golf course, out on the water fishing, and getting the chef's hat back on in the kitchen, as well as some time spent reading and relaxing."



Roy Millar is looking forward to his well-earned retirement.

Roy officially retired on 31 August, but will stay on working two days a week until the end of October, as part of the handover to incoming Head of Sales and Marketing Sean Nattress, and to help with some key projects.

Congratulations to Roy on his retirement and his significant contribution to the New Zealand Sugar business.

Getting CSR Sugar *on shelves*

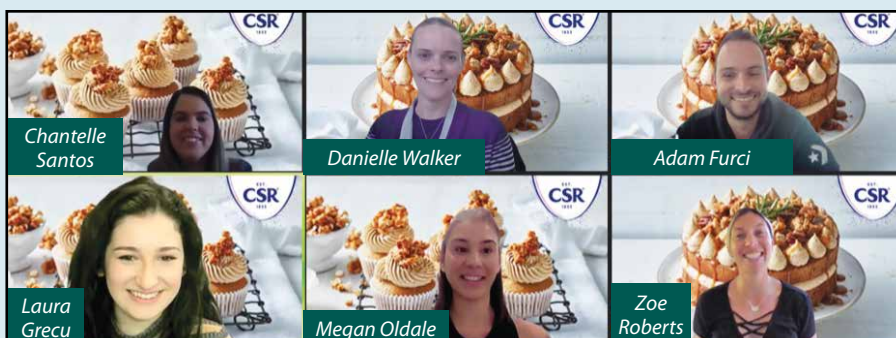
While the Sugar Australia team is responsible for producing and packaging the popular range of CSR Sugar retail products, it is Goodman Fielder's In Home Baking team that gets them on to supermarket shelves and into Australian homes.

The Sydney-based team co-ordinates the retail marketing and sales of CSR Sugar.

So far this year, the team has launched three new products to market, run five campaigns, including a current campaign with celebrity pastry chef Anna Polyviou, and is always working on the next promotion.

Marketing & Category Manager for In Home Baking Danielle Walker and her team lead marketing for both CSR Sugar and White Wings products, with the two brands making great allies.

"It's our team's responsibility to decide on campaigns and creative design for the CSR Sugar brand, working closely with the Sugar Australia team and with the Goodman Fielder In Home Baking Sales team about how



products are put to market," Danielle said.

"CSR Sugar is a very strong brand with a huge amount of heritage, so we're very strict with the way the brand is represented.

"Marketing both CSR Sugar and White Wings, we can drive collective scale and efficiencies with spend.

"Our current campaign, Magic in the making, allows customers to claim a personalised apron if they purchase any three CSR Sugar or White Wings products. So far we've sent out more than 2,800 aprons and have had more than 670 scans on the QR codes printed on the aprons, linking to recipes on the CSR Sugar website."

The current CSR Sugar retail line includes more than 30 products. The most recent additions, Date Syrup and Coconut Syrup, were launched this July.

"Our marketing team looks at what

products are trending in the domestic and international marketplaces, and works in collaboration with the Sugar Australia team and Goodman Fielder's Research and Development team to bring new products to market," Danielle said.

The Goodman Fielder In Home Baking Marketing team comprises Danielle Walker (Marketing & Category Manager), Laura Grecu (Brand Manager) and Megan Oldale (Category Manager). The In Home Baking Sales team is Adam Furci (National Account Manager Woolworths), Zoe Roberts (National Account Manager Coles) and Chantelle Santos (National Account Manager Independents).

The CSR Sugar brand is owned by Sugar Australia, in a joint venture between Wilmar Sugar Australia and Mackay Sugar. All of the brand's cane sugar products are manufactured and packed at Sugar Australia's Racecourse Refinery, Mackay Port, Glebe Terminal and Yarraville Refinery sites.

Marnie zapped into electrical life

Electricity is at the core of Marnie Auld's role with Wilmar Sugar, yet the first-year electrical engineer lived a quarter of her life in a house without it.

The first home Marnie recalls living in with her mother and two older siblings was completely off-grid, with tarps for walls and missing floorboards.

"The house (situated outside of Cardwell in North Queensland) was planned as someone's dream house but never completed, and I can only assume we lived there for the extremely cheap rent," Marnie said.

"We had a generator for a small fridge with limited food like milk and butter, but I primarily remember eating a lot of home-grown vegetables, pantry staples and having the occasional barbecue.

"We had a makeshift shower structure that was just timber planks propped up on bricks, surrounded by corrugated iron, and a 'donkey boiler' that we had to light a fire under each afternoon to have warm showers.

"I absolutely hated that whole experience because snakes would often hang out there for warmth and come up through gaps in the flooring, and were very hard to see with just a lantern illuminating the area."

When a storm brought down a tree on the house, wiping out the kitchen and one bedroom, Marnie (then aged seven) and her family got to move into a house in town.

Importantly for Marnie, the new house had a flushing toilet and snake-free shower, as well as electricity to watch morning cartoons... and to investigate.

"I'd been told the obvious things, like not to stick forks in power points and toasters, but didn't fully comprehend the dangers of live electricity in equipment," Marnie said.

"When I was about 10 years old, I decided to take apart a 240-volt fish filter while it was still plugged in, to see how the LED light on it worked.

"I touched the LED light momentarily, felt a tingle and saw the light dim, so I touched it again and suddenly was getting electrocuted. My hands gripped on to the filter and I couldn't breathe or move, and could smell smoke.

"It was an all-round terrifying experience but I eventually dropped the filter and ended up with eight small burns on my fingers and two larger burns near where I'd directly touched the part, and still have scars there."

It's an experience that Marnie says gave her a strong appreciation for electrical safety practices but certainly did not dull her love of electricity.

Having lived well below the poverty line her entire life, Marnie left school at 15 to get a full-time job, and worked for seven years in an office job.

"Going to university, especially doing something as complicated as engineering,



After starting life without electricity, Marnie Auld is now building a career around it.

seemed entirely out of reach for me and it was always expected that I would take whatever unskilled jobs became available to me throughout life," Marnie said.

"But I felt really stuck and like I wasn't using my brain enough, so eventually enrolled in a bridging course to get my high school equivalency and ended up joining the robotics club at James Cook University. I immediately felt like I was among my people.

"Now working as an engineer, it's still pretty awe-inspiring to learn about the large scope of work engineers can be responsible for, and to think about the powerful thinking that goes into everyday things.

"It's also fun to see in real life the theoretical knowledge I learnt in my degree and realise that I have really only begun to scratch the surface on a lifetime of learning."

Mixed assortment

On top of the world

Third-year Fitting and Turning Apprentice Jack Pelleri (left) has to wait to find out how he did in the WorldSkills Australia National Championships, after competing in late August.

COVID-19 travel restrictions derailed original plans for state representatives to compete together in Perth. Jack, who is based at Victoria Mill, instead represented Queensland from Brisbane, with in-person and video judges assessing

his skills. Due to the 2020 event being cancelled, Jack had to pit his skills against competitors who were now already qualified tradespeople.

"The competition was an eye-opener, and I had a great time competing for Queensland," Jack said.

The WorldSkills winners will be announced after New South Wales competitors have competed.

Silver for Boomerang Gold

Congratulations to Racecourse Refinery Operator Dion Mayne,

whose historical novel Boomerang Gold was awarded a Silver Medal for the Best Regional eBook at the 25th Annual Independent Publishers Book Awards in June. The awards recognise excellence in independent publishing.

Dion wrote the novel – the first in a "Gold Series" trilogy - with Paul Richardson, who was his school principal at Eungella Primary School.

The second book in the series, a prequel called Masquerade Gold, was launched in August.



Take five with ...



Helen Burbidge

Position: Information Manager

Length of service: 11 years

What is your role responsible for? I provide strategic direction for information management. That means I care about looking after the business' controlled documents, records and other information and identifying the best options to present the information to support good decision making. I get to work with all parts of the Wilmar ANZ business but have a particular focus on Cane Products. Within Cane

Products the Centralised Writing teams report into me. The teams are responsible for developing work instructions for the Cane Products business.

At the moment, I am focused on implementing our new Information Management System that will replace our current Document Management System and Contract Management System.

What does a typical day look like for you? Lately it involves a lot of meetings with stakeholders to gather requirements, with ELO Digital Office - our IT partners for the Information Management System - to progress the implementation design, and with our IT Team, to resolve solutions and support options. I also get lots of ad hoc queries from the business to help with documentation or SharePoint issues or improvement opportunities.

What do you enjoy most about your job? I love challenges and puzzles so enjoy the problem solving aspect of my job.

I am very fortunate to have a great team. They are all committed to providing quality documentation for the business.

When you were young, what did you want to be when you grew up? A teacher or a nurse. I actually completed three years towards a Bachelor of Education before deciding it wasn't for me. It meant I graduated with an eclectic Bachelor of Arts, with double majors in Mathematics and

English and Honours in Mathematics but quite a few Education subjects thrown in. I have found I have drawn on many of the subjects from my degree over my career, even though Information Management wasn't the career I was expecting to pursue.

Who has influenced your career the most? Looking back, I think two impressive women I worked with during my time in the public service had the greatest influence on my career. Both were excellent at stakeholder engagement and challenged me to take on significant projects with stakeholders. By being moved out of my statistical comfort zone, I learned how to apply what I knew in unfamiliar environments.

What's the best advice you've been given? Thanks to L M Montgomery and Anne of Green Gables I learnt as a teenager that 'tomorrow is a new day with no mistakes in it'. I appreciate that thought sometimes when the day hasn't entirely gone to plan.

What do you like to do outside of work? I love hanging out with my family. My youngest son and I are Cowboys members so enjoy going to the games together, although we are possibly not enjoying it quite as much this year. I sing in a choir and I love reading. Tuesday evenings find me tap dancing with (Senior Asset Manager Business Management Systems) Sharon La Spina.

Gin-tastic ethanol demand



Australia's flourishing gin market has spearheaded a boom in ethanol sales to alcoholic beverage customers across the country.

Ethanol sales for gin making have nearly doubled since 2018, and

Wilmar BioEthanol's 2021 sales have already surpassed last year's sales volume.

Ethanol is the base spirit of gin. It is infused with juniper berries and other botanicals to give each gin its unique aroma and flavour.

Wilmar BioEthanol's Product Manager Ethanol Scott Johnstone (pictured) said enquiries for beverage-grade ethanol were being fielded from distilleries across Australia.

He said Wilmar offered two ethanol products for alcoholic beverage customers – beverage grade undenatured ethanol (95BG) and neutral cane spirit (95NC).

The 95BG product is manufactured at Wilmar's Sarina Distillery, using sugar-milling by-product molasses, while the 95NC is imported from Pakistan and several South American countries.

Scott said increased shipping capacity had been introduced to meet the surge in demand.

"We now have the ability to use bulk tankers for our alcoholic beverage customers. Previously we were only shipping in pails, drums or intermediate bulk containers," he said.

Demand shows no signs of slowing, with the increased ethanol volumes not just for gin production.

"We're also seeing a growth in ethanol for whiskey making, but whiskey needs to ferment in a barrel for at least two years, which is why distilleries will often choose to make gin while their whiskey is ageing," Scott said.

He said ethanol purchased from Wilmar

BioEthanol featured in the award-winning gin and whiskey spirits produced at Tasmania's Shene Distillery.

"In fact, the distillery's Poltergeist Gin is the world's first gin to be awarded Platinum at the San Francisco World Spirit Competition two years in a row, for 2020 and 2019."

"Another one of our award-winning customers is The Original Spirit Company, whose products are available at Dan Murphy's. Their Victorian-made Ginfusion range comes in a variety of flavours, including my personal favourite, Blood Orange and Japanese Yuzu.

"It's a real buzz when you go into your local bottle shop and see products on the shelf that contain our ethanol, especially when these brands are leaders in the marketplace."



In the Mix



Nadine Brocklesby co-ordinated the Townsville office's RSPCA Cupcake Day morning tea held on 16 August. The Cane Products HR team organised events at several sites, with more than \$500 raised to support the RSPCA.



Invicta employees (from left) Matt Gayton, Gordon Grigor, Rhyle Burton, Laurie Korn and Dean Cislowski, and (back) Dale Collins at the Centenary lunch.



Tiffany Olditch (left) and Leanne Marriott visited St Francis Primary School's Under 8s Day festivities with former North Queensland Cowboys player Gavin Cooper.



Dianne Cannon (left) and Cindy Poletti at the Invicta Centenary lunch.



Highlighting the fun component of the Brighter Lives Townsville Hospital Foundation's 80s Twilight Fun Run were Townsville office employees (from left) Alex Tennent, Taja Gray, Ellanah Ritchie and Mick Giorgas with Brighter Lives mascot Bandi Bear.



Wilmar BioEthanol Inventory and Logistics Coordinator Donna Ward (left) with Logistics Officer Julie Raward.



Melbourne-based EHS Business Partner Josephine Gaultieri working from home.



Racecourse Refinery Process Attendant Hayden Scantlebury keeping the factory looking great.



Wilmar BioEthanol Account Manager Anil Kulkarni is working from home during Victoria's COVID lockdown.

Issue 7 - September 2021

Editorial by Kylie Newman, Ellanah Ritchie, Leanne Oliveri, and Amanda Crowther.

Photography by Corporate Relations team, Through the Looking Glass, Brighter Lives, TAFE Queensland, Daryl Wright, and supplied.

Story ideas and photographs can be sent to info@au.wilmar-intl.com.

