



# The Mix

ISSUE 8



Our Yarraville-based Customer Service team is ready for Christmas! Michele McCardle (second from left) manages the Wilmar BioEthanol and Sugar Australia Industrial Sales customer service teams. With her are (from left) Lalaine Alcantara (BioEthanol), Kat Figiel (BioEthanol), Jo Sloggett (BioEthanol/Industrial Sales) and Sanjaya Dissayanke (BioEthanol). Not pictured: Jason Trimble, Mary Webster, Rhea Tyne from the Industrial Sales Customer Service team and Cecilia Da' Silva from the BioEthanol Customer Service team.

## Crushed out for 2021

The last of Wilmar's eight sugar mills crushed out on the weekend, bringing the 2021 season to a close.

Plane Creek Mill at Sarina processed the last cane at 10.33pm Sunday, 12 December. The last raw sugar for 2021 travelled up the belt on Tuesday afternoon.

General Manager Operations Mike McLeod said the eight factories had processed 14.6 million tonnes of sugarcane this season to make about two million tonnes of raw sugar.

He paid tribute to the Operations, Cane Supply and Transport, and Asset Management teams across Wilmar's milling regions for their hard work and dedication during a sometimes challenging season.

"We had a bit of wet weather to contend with and some factory performance issues, but we pulled together and got the job done."

Mike said crews were now preparing for a big maintenance season works program.

"Wilmar has once again demonstrated its commitment to the Australian sugar industry by maintaining a high level of investment in its mills and cane supply network," he said.

"Wilmar is spending more than \$187 million on maintenance and capital replacement projects in 2022, which represents a significant investment in its Australian mills and cane supply network," Mike said.

"This year, we've been fortunate to secure additional funding to upgrade and replace some of our ageing assets."

General Manager Asset Management Russell Brown said there would be a major focus on evaporators, pan vessels and boilers. There would also be upgrades to fire and crane systems to meet new compliance standards.

"In the lead-up to the 2022 crush, we'll be installing a new pan vessel at Macknade Mill in Ingham at a cost of \$4.2 million, and the first of four evaporators at Kalamia Mill in the Burdekin," Russell said.

"We'll also be spending \$4.6 million on upgrades to the air heater on Proserpine Mill's No.3 boiler to improve reliability."

About \$1.5 million would be spent on Inkerman Mill's boiler station in the next six months to address performance issues.

"We will carry out repairs to the front wall furnace tubes and steam drum on No.1 boiler, including the replacement of 72 superheater loops," he said.

"This will be followed by the complete replacement of Inkerman's No.1 boiler furnace in 2023 at a cost of \$10.3 million."



## Bags of support

Ladies from Wilmar's Townsville office and Burdekin mills packed 40 bags with essential items to help make life easier for women, girls and new or expectant mums experiencing homelessness, fleeing domestic violence, or doing it tough.

The bags contain toiletries like shampoo, conditioner, soap and sanitary pads, and also some little luxuries, such as lip balm,

moisturiser, makeup and hair ties.

Senior Asset Manager Business Management Systems Sharon La Spina and Financial Controller Nicole Butler, who co-ordinated the Burdekin and Townsville collections respectively, were grateful for the generosity of employees and local businesses to support Share the Dignity's #ItsInTheBag initiative this year.

Above right: Sharon La Spina (left) and Lesley Movigliatti ready to pack bags at Invicta Mill.

Above left: Neomi Butler, Sue Gill, Carlie Bevan, Nicole Butler, Ingrid Berg, Emma Grammer and Jodie MacKenzie at the Townsville office.

Sharon said Oar and Horan Dentists, in Ayr, donated 20 dental packs to include in the Burdekin bags.

Since 2015, Share the Dignity has collected more than 600,000 #ItsInTheBag donations for women, girls and new or expectant mums in need of a helping hand in the lead-up to Christmas.

## Contract drives career in sugar

A six-month contract driving trucks for New Zealand Sugar has turned into an almost 20-year career for Jason Midgley.

As Logistic Manager, Jason (pictured) co-ordinates the delivery of more than 80 different product types from Chelsea Sugar Factory to six warehouses and hundreds of customers across New Zealand.

"It's a great role. I get to be in contact with a lot of areas of the business, including the factory production team, the packing teams, customers and our trucking contractors," Jason said.

Trucking is in Jason's blood. He has been driving heavy vehicles since he was old enough to get his licence and learned his trade in his father's fleet of trucks.

New Zealand Sugar utilises six warehouses across the country - the on-site warehouse at Chelsea and one at Wellington, on the North island, and warehouses at Blenheim, Nelson, Dunedin and Christchurch on the South island.

"Christchurch is our largest off-site warehouse and is supervised by Steven



McGregor, who co-ordinates about 1,500 pallets worth of stock and 80 product types at any one time, and also operates the liquid sugar plant there, capable of producing 40,000 litres a week."

Each warehouse has a particular function, with the Wellington warehouse serving as a base in the region, allowing same day delivery on orders from industrial customers. The Nelson warehouse also services

industrial customers, supplying 25kg to one-tonne bags of sugar. The Dunedin operations consists of two warehouses – one supplying products to retailers and the other supplying products to foodservice customers for use in cafes and restaurants.

Blenheim is dedicated to supplying sugar to winery customers throughout the Marlborough region.

"Wine makers only have about four days to balance out sugar levels in fermentation once the grapes are picked and crushed, and this typically all happens in April and May, so our Blenheim warehouse has to be stocked ready to supply a lot of sugar in a short timeframe."

Jason said his role was never short of challenges and required constant innovation.

"There's always something happening to put your mind to, whether it's finding alternate methods of transport such as flexi tanks, sourcing rates for new customers or dealing with shipping delays," he said.

"I wouldn't have it any other way."



The tropical Friday shirt craze at Wilmar's Townsville office has gone next level.

The team has debuted a new sugar-industry themed shirt, featuring a mill, cane train sign and sugarcane flowers.

Community Relations and Internal Communication Manager Kylie Newman said the shirts were not Wilmar branded but had

a distinct sugar industry feel.

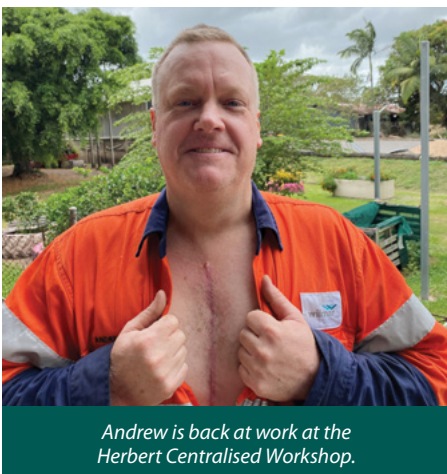
"Members of the Asset Management team have been wearing tropical Friday shirts for years and were keen to get one that represented the sugar industry," she said.

More than 60 Townsville office employees have bought the shirt.

Another order will be placed early in 2022. Anyone keen to buy one can register their interest online, using the QR code.

The final shirt price will depend on the size of the order but is likely to be about \$50. Payment will be processed via payroll deduction.

## Andrew's wake-up call



Andrew is back at work at the Herbert Centralised Workshop.

A motivational talk organised for Wilmar's Herbert employees earlier this year proved a life-saving wake-up call for boilermaker Andrew Cox.

As part of the presentation, aptly called The Wake Up Call, paramedic Paul Spinks encouraged attendees to purchase their own blood pressure monitors and to place a

priority on their physical and mental health.

"After hearing Paul's talk, I went out and bought a blood pressure monitor and had consistently high readings over the next few days so asked my doctor for an angiogram," Andrew said.

"The doctor called me back the next day with news that I would need heart surgery."

At 48-years-old, Andrew said the news came as a big shock.

"I'm very lucky not to have had a heart attack," he said.

"My blood pressure has always been high, and I had been getting pain in my arms sometimes, but thought it was muscle-related.

"I do have a family history of heart issues but have never personally had any chest pain."

Andrew has recently returned to work following his heart surgery to install five bypass valves, after the angiogram identified that five arteries near his heart were almost

completely blocked.

He is now encouraging others to pay attention to their blood pressure and other warning signs, and to schedule in more regular check-ups with their doctors.

"I'm very glad to be back at work, healthy and back at home in Ingham with my wife and nine-year-old son."

Originally from England, Andrew first visited the Herbert region in 1996 on a backpacking holiday.

"I pulled into a servo in Ingham, low on fuel and money, and asked if there was any work available locally – and ended up spending three months working at Macknade Mill," he said.

In 2008, Andrew moved from the UK to Perth with his partner.

"My partner said she wanted to move from Perth to somewhere more tropical, and I told her: 'I know of a place' and we've been in Ingham ever since."

## Wellbeing in focus



Sugar Australia and Wilmar Sugar have partnered with The Resilience Project to share a 10-part digital wellbeing series, created to support mental and physical health.

The Resilience Project's top 10 strategies to build resilience and happiness will be rolled out over a 10-month period.

Each part of the series includes a video and simple steps for forming new mental habits, including on the topics of healthy eating, exercise and sleep.

Scan the QR code to watch the second video of the series, focused on mindfulness.



From left: Emily Spano, Kelsey Shand, Ashley Corradi and Ashley Hiscox at the Burdekin staff Christmas party.



Members of Macknade Mill's A crew with Santa at the Macknade Mill Social Club Christmas party. From left: Lawrence Buonaccorso, David Spina, Santa (Bruce Burgess), Wayne Burns, Joshua Beccaris, Ben Ellis and Santo Russo.



Mona Lisa Karene and husband Wilmar General Manager Finance & Information John Seedhouse in Casino Royale theme for the Townsville office Christmas party.

### Season's

### greetings



From left: John Carmody, Danny Drzezdzon, Tim Spray, George Piggott, Belinda Huffer, Sarah Boakes, Olivia Sinardi, David Burgess, Shayne Rutherford, Mark Moriarty, Chris Stewart, Tom McAuliffe and Gerard Cooney got tropical for the Brisbane office Christmas party

# Invicta's big birthday bash

Invicta Mill celebrated its centenary surrounded by the Giru community that has supported it over the past 100 years of operations.

The community celebrations, held on 15 October, were originally scheduled for August but were postponed due to COVID-19 uncertainty at the time.

Invicta Mill Production Superintendent James Wallace said it was great to finally get the chance to properly celebrate Invicta's centenary with the Giru community.

"Both the morning ceremony and community night were well supported," James said.

"We were fortunate to have seven past mill managers return for the event, alongside many other current and former employees who have been instrumental to the success of Invicta."

The morning ceremony, which involved students from Giru State School, included the sealing of a time capsule, and the dedication of the refurbished Invicta locomotive, which is now on permanent display at the mill's entrance.

Invicta Mill's current longest-serving employee, Phil Hervey, who has been part

of the team for 51 years, cut the celebratory birthday cake with one of the mill's newest employees, Elias Papadimitriou, who joined as an apprentice this year.



Current and past Invicta mill managers (from left) Chris Watson, John Baird, Paul Turnbull, KC Jones, Craig Wood, Jay Venning, Brett Kuskoff and James Wallace.



Phil Hervey and Elias Papadimitriou cut the centenary cake.



Daryl Stockham closing the time capsule that is stored in front of the Invicta loco.



Invicta Centenary committee members Katlyn Radunz and Paula Scarabel with Sharon La Spina.

## Preserving the past

Yarraville Refinery has been part of Australia's landscape for nearly 150 years, supplying the nation with sugar through federation, two world wars, the Great Depression and many other key events.

A collection of historical items is being preserved within the refinery's heritage-listed brick walls. It includes the site's original electrical generators, which are housed in the old powerhouse, alongside other large items. Tucked away in a dedicated storeroom is a collection of smaller "precious" memorabilia dating back to 1859, when the original Victoria Sugar Company was operating out of Port Melbourne.

Technical Manager Martin Speers is the current caretaker of the site's mini-museum, having been handed the keys in December 2015 by Grant Ritchie, the then Group Technical Head for Environment, Health and Safety, who started the collection during his time as General Manager – Engineering & Sustainability at Yarraville.

"The collection is a treasure trove of record books, photos, information booklets, instrumentation, and old CSR wooden boxes, sugar sacks and syrup tins amongst other items," Martin said.

"There's also a Troughton & Simms of London "Wye" level donated by a gentleman after being passed down through his family. He said it was used in the original construction and certainly has the right vintage."

Being from a process background, Martin's particular favourite within the collection is a boxed gift set of refinery glass bottled educational samples that includes raw sugar, refined sugar, brown sugar, coffee sugar, golden syrup and molasses, and even samples of char and lime used in the manufacturing process.

A recent addition to the collection was a balance beam scale donated by a member of the CSR Old Boys social group from Sydney during a reunion and group visit to the site in 2019.

Over the years, Yarraville Refinery has changed from a 320 ton per week sugar-producing factory in 1875, reliant on

horse-drawn carriages, to a modern factory producing more than 250,000 tonnes of sugar products each year.

The site has also changed from producing only white sugar to now manufacturing many different products, including icing sugars, brown sugars, syrups and liquid sugars.



Martin Speers with a collection of historical items from Yarraville Refinery's mini museum.

## Store upgrade for Pioneer

Pioneer Mill's store has received a much-needed upgrade to improve storage space and safety.

The store is the busiest across Wilmar's eight sugar mills, providing equipment and materials not just for the factory but also the Integrated Work Management team's fabrication and machining workshops on site.

Project Engineer Jordan Cislowski, who oversaw the \$120,000 project, said the high demand for the store's services presented some challenges when scheduling the upgrade work.

"Because of the workshops, the store is busy all year round," he said.

"We timed the upgrade around the end of

crush to minimise the impact on the site. The work was done in a staged way so the store could continue to operate."

The upgrade involved removing all custom-built shelving and racking and replacing it with new load-rated solutions, following a racking collapse earlier this year.

Jordan said key features from the recently completed Proserpine Mill store had been incorporated into the Pioneer project.

"All of the shelving has been upgraded to be like Proserpine's and we've increased the available storage space," he said.

The bulk of the project was completed this month, with some finishing touches to be added in January.



Project Engineer Jordan Cislowski with Pioneer Stores Coordinator Debbie Tait

## Take five with ...



### James Oelling

**Position:** SAP Materials Management and Plant Maintenance Analyst

**Length of service:** Nearly six years

**What is your role responsible for?** I work in the Wilmar IT team and am based in the Townsville Office. I look after the SAP requirements of both the Wilmar ANZ and Goodman Fielder ANZ businesses. SAP comprises a large number of modules and I'm responsible for several of those,

such as Purchasing, Inventory, and Plant Maintenance. I look after the back end of SAP in regards to configuration, customisation and developments. I also help out with systems like Kronos.

**What does a typical day look like for you?**

Every morning I check the SAP production system to see if any errors or enhancements have occurred overnight. Throughout the day I resolve any JIRA service desk tickets that are logged in my area. When enhancements or customisations are completed, I am involved in the testing and staging process, and work with the business customer to get a positive outcome.

**What do you enjoy most about your job?**

I like helping people, and the day-to-day IT challenges that arise and their complexities. I enjoy the business improvement side of things and the opportunity to look at issues in a different way. I always try to make life a little bit easier for customers using the technology.

**When you were young, what did you want to be when you grew up?** I wanted to be a

doctor and studied it for a few years. I think it was when I was dissecting a cadaver one day that it occurred to me that I didn't really want to be a doctor after all. I ended up dropping out to complete economics. I liked maths a lot and economics seemed to be the place of interest for me.

**Who has influenced your career the most?**

There are two people – a Medical Professor named Graeme Sullivan, and Tony Zurino, who was my first manager in the mid-80s. They both could see the world in a big picture way and resolve problems in a calm manner.

**What's the best advice you've been given?**

I would not call it advice but more a method of looking at things. It's simply to step away, think about it, and consider the pros and cons.

**What do you like to do outside of work?**

I enjoy reading. I'm still interested in medicine and like to read medical and science journals.

## Festive Nutrition Table

The December installment of the ANZ Nutrition team's new Nutrition Table series had a festive theme.

Hosted by Nutrition Communication Manager Dr Mary Harrington, the event focused on sweet taste, just in time to help employees navigate healthy snack choices

over the Christmas period.

Mary told participants that a healthy diet could still provide plenty of sweetness. Her top nutrition tips for the Christmas period were to watch portion sizes, limit the variety of foods available, make healthy swaps, and to enjoy the occasional treat.

The Nutrition Table is an online catch up to enable people from across the business to connect and learn about the positives of sugar.

"It's a bit of a chat and, hopefully, we impart some nutrition knowledge along the way," Mary said.

# Service Awards

Congratulations to all Wilmar Sugar ANZ employees who achieved service milestones in the second half of 2021.



Wilmar Purchasing & Supply Manager Vaughan Jones congratulates Anthony Sabadina on 40 years of service.

## WILMAR SUGAR AUSTRALIA

### 40 years

- October** Anthony Sabadina (Kalamia Mill)
- November** Douglas Bryant (Plane Creek Mill)

### 30 years

- July** Raylean Hutchings (Pioneer Mill), Patrick Patterson (Pioneer Mill)
- September** Martin Corr (Proserpine Mill), David Agius (Kalamia Mill), Russell Hamilton (Inkerman Mill), Warren Napier (Kalamia Mill), Paul Spina (Victoria Mill),
- October** Cosimo Casella (Burdekin Cane Supply Invicta)

### 20 years

- July** Mark Moriarty (Brisbane Office), Sharon La Spina (Asset Management), Keith Matthews (Proserpine Mill), Russell Sutcliffe (Pioneer Mill)
- August** Kym Dibben (Proserpine Mill)
- September** Melody Fawkes (Kalamia Mill), Graeme Harmsworth (Inkerman Mill), Dianne Cannon (Invicta Mill), Dennis Pugnale (Inkerman Mill)

- October** Daryl Galbraith (Inkerman Mill), Derrick Neitz (Victoria Mill), Kevin Winkel (Herbert Cane Supply)
- November** Terry Hancock (Burdekin Cane Supply), Aaron Di Lullo (Asset Management)

### 10 years

- July** Thomas Lindsay (Invicta Mill), Stephen Skinner (Victoria Mill), John Carmody (Brisbane Office), Matthew O'Keeffe (Proserpine Mill)
- August** Jennifer Johnson (Pioneer Mill), Vincent Pratt (Plane Creek Mill), Daniel Marano (Inkerman Mill), Grace Corica (Townsville Services)
- September** Ian Noack (Herbert Cane Supply), Terrence Hay (Burdekin Cane Supply), Jamie Bell (Proserpine Mill)
- October** Ruth Smethurst (Asset Management), Paul Jacques (Inkerman Mill), Christopher Higgs (Burdekin Cane Farms), George Russell (Sarina Distillery), Robert Stephens (Burdekin Workshop), Robert Rogers (Townsville Services), Ashley Hiscox (Asset Management)
- November** Bianca Black (Plane Creek Mill), John Chandler (Burdekin Cane Farms), Ian Sutcliffe (Inkerman Mill), Shane D'Emden (Macknade Mill)
- December** Loren Pratt (Plane Creek Mill)

## SUGAR AUSTRALIA/ NEW ZEALAND SUGAR

### 40 years

- September** John Wikitera (Chelsea Sugar Operations)



John Wikitera with his 40 years of service certificate.

### 30 years

- July** David Bogle (Racecourse Refinery)
- December** Peter Kieryczuk (Yarraville Operations), Stephen Mallia (Yarraville Operations)

### 20 years

- July** Russell Fisher (Chelsea Sugar Operations)
- October** Jim McGiffen (Chelsea Sugar Operations)

### 10 years

- July** Martin Kent (Chelsea Sugar Office), Hayden Jones (Yarraville Operations)
- August** Leo Birioukov (Chelsea Sugar Operations), Geoff Phillip (Chelsea Sugar Office), Richard Callow (Yarraville Operations), Domenic Calderone (Yarraville Office), Brian Smith (Yarraville Operations)
- October** Charlton Pedro (Chelsea Sugar Operations)
- November** Steven Rowe (Adelaide)
- December** Paul Roddy (Mackay Port)

Happy

Christmas

Wishing you and your family a safe and happy Christmas.

# In the Mix



Plane Creek Mill Work Execution Superintendent Norman Van Blerk was among those who rolled up his sleeve for a COVID-19 vaccination when they were made available on site.



Wilmar Sugar is a long-time sponsor of Ingham's Maraka Festival. Matt Norton (from left), Scott Costabeber, Eric Girgenti and Adam Douglas were among those who attended the 2021 Queen Presentation Night.



Proserpine Mill employees dug deep to raise more than \$700 to support the family of third-year apprentice Kaide Chapman (left), whose mother and nephew were tragically killed in a car accident south of Townsville. Wilmar Sugar matched the fundraising total. Thanks for all those who made donations. Kaide is pictured with Proserpine Work Execution Superintendent Jason Pearce.



Chelsea Sugar Factory Refined Fugal Operator Garry Sherman is retiring this week after more than 30 years with the business.



New state-of-the-art buses that will run on bioethanol manufactured at Wilmar's Sarina Distillery will soon be a feature on Mackay roads. The distillery's Kim Giles, David Ochoa and Pieter Van Vuren posed for a media photo to promote the project. (Photo by Nell Thomsett)



Demelza Ansell and Shanna Southern at Proserpine Mill's Teal and Purple barbecue for employees.



A record number of riders from Racecourse Refinery and the Mackay Port Terminal travelled a combined distance of 360km in September to support the River to Reef Charity Ride. Pictured from left are: Marni Jorgensen, Greg Jorgensen, Michael O'Brien, Ken Shuttlewood, Jon Camp, Paul Roddy, Andrew Wotherspoon, Dion Mayne, Stephen Grieshaber and Yasina Ariyapperuma.

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