



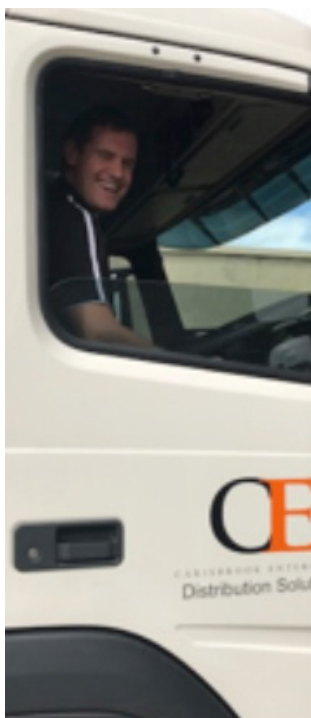
CARISBROOK
ENTERPRISES

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May | 2018

Message from the MD



It has been a busy month for Carisbrook Enterprises on the East Coast. Final submissions were put in for the Victoria Tender to deliver Mauri's flour throughout Victoria. In the end the proposal was for 8 vehicles which would see Carisbrook have a total of 11 staff in Victoria, more than we have in NSW.

It has also been busy in NSW with the farewell of Steve Goldrick and Jack taking over. Jack has done very well in the first few weeks and I am looking forward to spending time with him.

Chain of Responsibility legislation is changing on the East Coast. Courtney has been working hard to ensure we are ready for these changes for the start of July. This will involve a lot of training and some additional time for drivers ensuring they do all they need to do in order to be compliant.

Let it be known that I think safety is incredibly important and I will not stand for team members not adhering to our safety policies and procedures. We do not put all these policies, procedures and training in place for people to ignore. I have issued a directive to all managers to ensure their teams are compliant with the safety expectations or I do not want that person as part of the Carisbrook team. I take it personally to ensure each of you go home to your families every night and if you are taking risks then I do not want to be responsible for you.

Carisbrook will be issuing safety breach and improvement notices to employees found to be taking risks. You will only get one of these and then under law we will terminate your employment for breach of safety which we can do. I hope this never happens but I have seen some behaviours that make me question if people are taking our safety policies seriously. Please abide by our policies, the training and the guidelines in place and if you are unsure, stop and ask before proceeding. I would hate to have someone injure themselves on my watch.



**New Chain of
Responsibility
laws are coming**

Is your business ready?
Are you ready?



Spotlight on our Flour Drivers:



Cam and Mark



Shaun

We have a team of 3 flour drivers based in the Perth metro area. Cam, Mark and Shaun are our experts in multi drop services, 5 days per week.

Cam has been with us since August 2015 as our forklift designated truck. Cam is our longest standing flour driver, and a great asset to the team always willing to pitch in on longer days or extra deliveries. On average Cam will complete 3 runs on a daily basis. He is servicing our customers with bulk flour to ensure the tasty treats make it from Bakery to Belly. In his down time, Cam likes to sunbake in Bali and impress us with his tan lines upon return to work.... Keep up the great work Cam, we all enjoy your stories around the office!

Joining the team in September 2015 was Mark who drives Carisbrook's Heavy Rigid hand unload Multi drop truck. Loaded with 14 pallets on most days, Mark can travel as far South as Pinjarra and country into Bindoon on any given week. Mark has a great rapport with all his customers, and is always seeking out potential new bakery clients and establishing relationships out in the field. Mark always has a smile on his face and is willing to lend a hand with the extra loads faced on some days. Mark is a great team member!

In our Medium Rigid truck 3 days a week is Shaun. Joining the flour team only a short time ago, Shaun comes from our Albany line haul bread. He is experienced in multi drop and has eased into finding customer location and delivery depots. Shaun fits into the team nicely and always takes extra tasks in his stride (including jumping into the Heavy Rigid when needed). Welcome to the team Shaun...

Warehouse Incentive (Drivers and Floor Staff):

And the winner was...Diego with a final score of 387. Well done, and enjoy a voucher of your choice.



For the next 6 weeks we will be running an incentive for the flour drivers.

DRIVER	Mark	Cam	Shaun	Mark	Cam	Shaun	M	C	S
GRA									
Customer Complaint									
Incident Reporting									
Safety									
Pallets									
Truck Cleanliness									
Paper work									

We will also be running another Warehouse incentive for 6 weeks, but the requirements will not be known! It could be based on a number of factors; tonnes picked, completion of pre starts and JSA's or number of picks. The winner will also get a \$100.00 gift voucher of their choosing. Good luck everyone!

Spotlight on Merchandising:

Latest display examples by Jean Carr at Coles Eaton and Woolworths Busselton.



Australia's alps receive more snowfall annually than those in Switzerland!



KOSCIUSZKO NATIONAL PARK



SWISS ALPS

Carisbrook Enterprises Team Member Profile: Ingyin Zaw (Ruth)



When did you start at Carisbrook?

19th January 2015.

What is your current role?

Merchandiser for Coles Karawarra & Victoria Park.

Where were you working previously (Or prior roles at Carisbrook)?

Casual Labourer at Blue Collar People labour.



What's the favourite part of your role?

Early morning shifts (eg 5.00am starts) and working on my own :)



What's your ambition?

In the future I'd love to be a Makeup Artist and a Hair Dresser.

What do you do in your spare time?

Watch TV, play with make up and mannequins.

Have you done any studies?

I have previously studied towards a Certificate IV in Business Administration. I enjoy studying, and would like to focus on Hairdressing and Make up in the future. Eventually I've love to own my own salon.

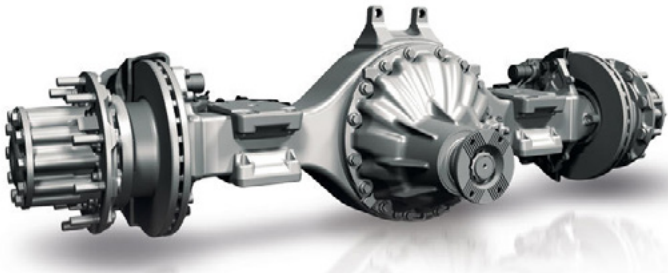


Whilst mining is one of Australia's biggest industries, more land is covered by pubs than mines!





Safety Tip: Axle Weights



As per the Heavy Vehicle National Law (HVNL), Carisbrook Enterprises has a CoR (Chain of Responsibility) that all drivers, loaders and schedulers are aware of the requirements to abide by the HVNL when it comes to weight distribution over the axles of our trucks operating in NSW and VIC.

Incorrect axle weight distribution are contributing factors to braking times, fuel consumption, speeding and vehicle exercise. If found to be in excess of the manufactures recommendations, drivers can face serious fines. Placed in all trucks and kept on file at all locations are extensive diagrams detailing weight distributions for each vehicle. Carisbrook encourages all drivers to ensure they are familiar with the whereabouts of these diagrams and if at any point in time do not feel comfortable whilst being loaded, seek clarification from you Supervisor or Transport Co-ordinator, it may save you \$600.00 in fines.

Further information on HVNL (Heavy Vehicle National Law's) can be found at

<https://www.nhvr.gov.au/law-policies/heavy-vehicle-national-law-and-regulations>

Interstate News:

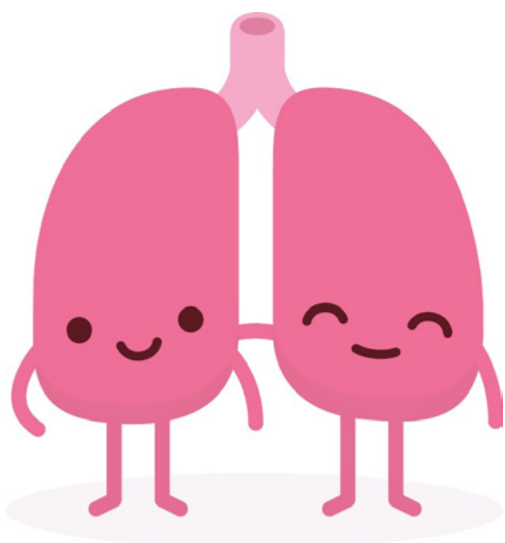


NSW Legislative Requirements

Last month Scott and Courtney visited NSW and engaged in an external audit of Carisbrook's processes. Dealing with varying legislation from state to state, Carisbrook has a strong focus on safety and legislative requirements for our employees and company. We try and ensure we are delivering the safest and most up to date practices for both our customers and employees. We are currently developing training programmes which will roll out at the start of June to fall in line with the legislative changes within the transport industry. Once the programmes are complete, we will head back to NSW and spend time implementing, training and assessing all staff nationwide.

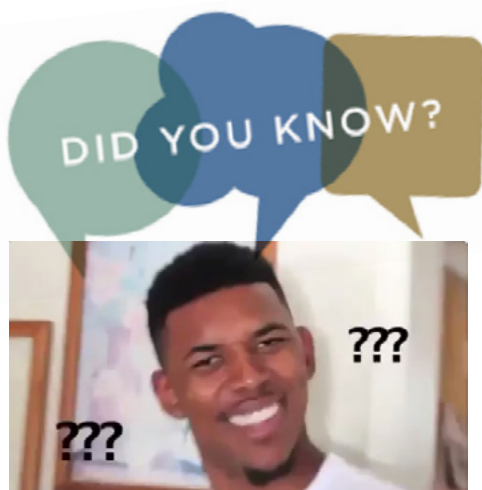
An exciting time for everyone involved to learn and develop their skillset further.

Lung Health Awareness Month



Lung disease kills 1 in 7 Australians, yet many of us tend to ignore the signs and symptoms for far too long. The earlier you're diagnosed the better the overall outcome and quality of life. Don't wait until it's too late – if you can't breathe, nothing else matters. Take 2 minutes to check in with your lungs.

<https://lungfoundation.com.au/lung-health-checklist/>



Australia is home to some of the weirdest laws in the world – and some sound too bizarre to possibly be true. What do you think of this one - Only licensed electricians are legally allowed to change a lightbulb in Australia?

Community Support:



Australia's Biggest Morning Tea is Cancer Council Australia's most popular fundraising event and the largest, most successful event of its kind in Australia. Last year, they raised an amazing \$11.9 million to help beat cancer. This year Carisbrook Enterprises is going to host a Biggest Morning Tea next Tuesday. Lots of yummy treats made by Jan and others. Carisbrook will match any funds raised on the day to go to Cancer Council who work across every area of cancer, from research to prevention and support.

Date: Tuesday 22 May, 2018

Time: 10.30am

**Location:
Malaga Distribution Centre**

What to bring: A gold coin donation (or morning tea item to share)

Not able to make it?: Let your Supervisor know, and we will plate up some morning tea for you for a gold coin donation.