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Cyber attack stops Australian docks in their tracks

COVER STORY P 2

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Cyber attack brings Australia' biggest port operator, DP World to a sudden halt

As a business, what do you do when you notice uninvited extras inside your operating system?

LAST Friday had some unexpected problems for DP World as they detected a breach in their systems. The company was quick to respond by disconnecting themselves from the internet to halt hackers in their tracks. However, as Australia's largest port operator this has had huge ramifications for the Sydney, Melbourne, Brisbane, and Fremantle ports.

With the internet gone not only were the hackers abruptly stopped but so were all our importers and exporters. Cargo and containers were left on the docks Friday, stuck as the key systems for port operations were unavailable.

Monday provided Brisbane



Schedules at the docks are complex, even a day's halt brings a significant backlog and extra work to catch up. Image: Shutterstock

and Fremantle with some limited operations resuming for both imports and exports but Sydney and Melbourne were only able to process imports.

"We have heard from one of our members, who say DP World told them it'll be another two weeks before accepting export cargo at

(Sydney's) Port Botany," Paul Zalai (director of the Freight and Trade Alliance) said. For exporting businesses, this is a massive disruption and just

“THERE ARE 300 CONTAINERS HELD UP AT ONE PORT

as we are getting back on our feet following Covid, container shortages and trade tariffs.

Zalai reports that there are 300 containers stuck at one port and that this will have a large impact for our operators. However, both Zalai and Jim Wilson, the policy advisor at Shipping Australia, shared that they believe the outage will not carry too long-lasting effects or "be excessively or unduly disruptive,".

The Australian government is assisting in helping DP World engage subcontractors to help keep the backlog moving. One of DP World's goals in this time is to make sure this outage doesn't negatively affect both Australian business and consumers as much as possible.

The ABC interviewed Jacqui Kernot, director for at Accenture Security Australia and New Zealand on Tuesday

Cont P 3



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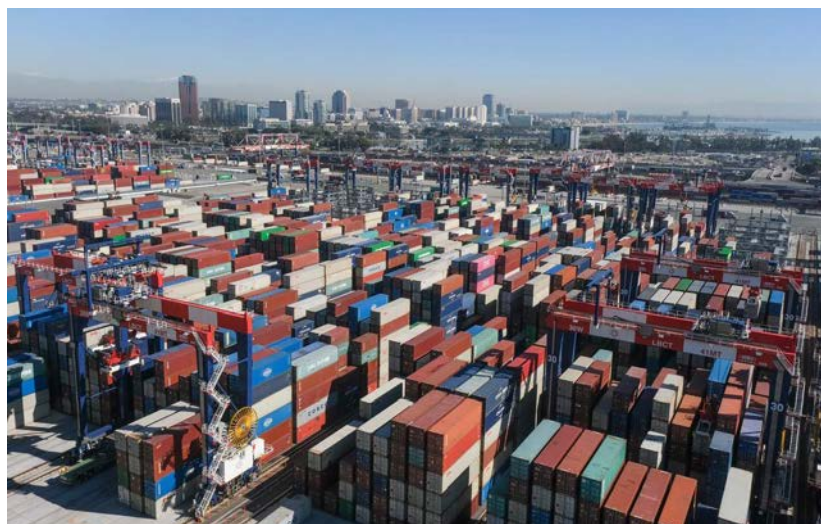
From P 2

about the recent cyber attacks on the DP World company this week.

Kernot said, "what was noticed was that data was exfiltrated or taken out of the business if you like in larger quantities than we'd normally see and that tripped some alerts. The decision was taken then obviously to disconnect some of the internet facing systems which obviously affect the company's ability to then operate the systems and the ports as they normally do."

The former head of the Australian Cyber Security Centre, Alastair MacGibbon, is advising DP World at this time. MacGibbon commends the bravery of DP World on pulling the plug on their internet saying that, "by its nature, it creates a technical problem when you cut off the internet. What we're dealing with here is the consequence of reducing harm, which might sound crazy to you, but it's the safest, smartest thing for all."

The ABC in their interview



Without the software and connections to make it all run efficiently, the containers of our nation's exporting businesses will continue to sit dockside. Image: Shutterstock

recognised that there had been a statement that the cyber attack was a ransomware attack and queried how often they are politically motivated versus purely of criminal intention. Kernot responded that it can be difficult to ascertain the intention behind ransomware attacks as first you must unearth who did the attacking. Finding ransomware attackers is difficult as they often hide behind multiple number of internet jumps. Tracing

the signal back to its original origin can be time consuming. A collective effort is still ongoing to find the motivation behind the attacks on DP World. However, the priority for DP World and the Australian government has been to get the docks up and running again, so it may be some time before an answer is found.

So far, no ransom has been demanded. Kernot stated, "that could be because the attackers were kind of

stopped in the middle of getting to data that they thought would be good to ransom". As the company itself is based in Dubai, ABC asked if there was any link to the current war between Israel and Hamas. Kernot simply responded, "not at this stage, no".

Kernot expressed that the ransomware attacks have gone

up by 45%. Unfortunately, this is something that all businesses must be prepared to deal with. It is a good idea to have a plan for how to handle a cyber attack situation. DP World handled this situation well and was able to effectively reduce the amount of harm and risk.

On the cover: Shipping ports that are usually busy with the loading and unloading of imports and exports ground to a halt with the security breach at DP World. Image: Shutterstock



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Allied with builders

A new floor system product is just one of the ways Allied Forest Products is helping the Australian building market.

By **DONYALE HARRISON**

WHEN you come from a multi-generational timber supply family, listening to builders runs in your blood. So, when the Chehab family watched builders struggling to complete jobs over the peak Covid era, they decided to make a change.

"My family has been in the timber, forestry and building supplies industry for 187 years," says Stephen Chehab, managing director at Allied Forest Products. "Allied is a fairly new business for us, we began in only 2009 and during the early stages, we focused on resellers. That's the background we came from and it's what we knew: high-



L-R: Milan Timotic, of Aria Carpentry with Adam Krkac providing customer support on site. The new allSYSTEM floor systems are providing assurance and convenience for multi-storey builds.

quality, sustainable products and good service.

"Then the pandemic hit, and we saw all sorts of rubbish infiltrating the market. The most common problem we saw was in the first-floor systems that were being installed in two-storey homes. Some were just completely failing. That was a huge light bulb moment for us. We realised that we could lift our service to a whole new level and develop a floor system product that would be convenient for builders and at the same time take risk out re compliance and certification.

Cont P 5

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From P 4

And that's how allSYSTEM was born."

It was another in a series of big changes for the company. The war in Ukraine had put a stop to its import of Russian spruce and larch LVL, which had the happy outcome of pushing Allied into a rewarding relationship with Finnish timber giant Metsä.

From a history as light timber specialists, the team had moved more heavily into EWP, which led to the hiring of Adam Krkac as head of engineered wood products.

"It was like watching dominoes fall to create a fantastic picture," says Chehab. "We had the best brands already in place, we had the contacts with great frame and truss teams, then Adam became available, so we brought him onto our already very capable team to head the project.

TRUSTED PRODUCT

The philosophies that guided the development of allSYSTEM are simple. All the partners involved are trusted manufacturers and fabricators, so each floor comes with a high degree of assurance. All products used are fully compliant and the timbers used come from



1/ Kieran Chehab (left) with Frank Werling, head of technical, engineering & design at Metsä Wood, and Stephen Chehab observing the testing of the Finnjoist I-beam.

2/ allSYSTEM floor systems are based around trusted, certified products with environmental certifications, like this Metsä Finnjoist.

sustainably managed forests and are responsibly produced. The system is guaranteed to be free of conflict timber and carries an environmental product declaration, as well

as being lightweight, quick to install and having great strength and dimensional stability with minimal deflection.

The Allied team researched

the allSYSTEM components thoroughly, Chehab says: "We looked at multiple brands for the FC flooring component, we even looked at importing our own fibre cement or magnesium oxide board. James Hardie Secura won out because of its high performance and also because, unlike most other brands, it's made in Australia. Even during the worst of the supply constraints during Covid, we always had as much Secura FC flooring as we needed.

"That certainty of supply goes for all our suppliers including Metsä for our Kerto LVL and Finnjoist I-beam. We'll have up to 460,000m3 of the highest quality 100% Finnish Spruce LVL available to us by 2026. That's a key reason why builders are lining up to partner with us."

COMPLIANCE CRUSADE

Business social media platform LinkedIn is normally a fairly dry place, but Krkac has been enlivening the timber and construction corners of it in recent months with his series of building horror story photos and comments.

"I carry out a lot of inspections onsite," says Krkac, "and sometimes we

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Thank you.

To all forest industry, regional communities and rural fire service personnel who work tirelessly to keep our communities and forests safe, we thank you.

responsiblewood.org.au



From P 5

find things that just don't look right. The good news is that by tackling them at that early stage, we can work to a solution to fix the issue. It happens because people aren't looking at the complete job; they're buying pieces of it to a price. That's why we emphasise the importance of having a partner like Allied assisting their jobs to be right from the design stage onwards."

NSW Fair Trading has announced that it is taking steps to assist in reporting on non-complaint issues for class 1 buildings, with David Chandler, NSW Building Commissioner, recently replying to one of Krkac's posts: "Adam, you will be pleased to know that the NSW Government extended

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the powers of the Building Commissioner into Class 1 buildings this week. You can be assured that there will be an early campaign to look at non-compliant building materials. This will occur in wholesale and retail outlets and then on-site. We will have timber in our early sights. We will set up a 'call it out' page on the new Building Commission web site in the new year."

While the posts are new,

the Chehab family has a history of social responsibility in the timber sector. "Since Allied Forest Products was formed, sustainability has always been our concern," Chehab says. "As a sector, we've come some way with laws against illegal logging activities forcing importers to do the right thing. Now, our key challenges revolve around ensuring product compliance and verifying the origin of

helping to fund it by importing conflict timbers that have been 'washed' through a neighbouring country."

Chehab accepts that this has sometimes meant price increases, and even some lost orders. "But the vast majority of our customer base is on our side. For both our customers and our suppliers, we want them to have the same values we do. Price isn't everything.



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NOVEMBER

16: AFCA AGM – Albury, NSW.

This year's AGM will be followed by an engaging AFCA Members luncheon and conference, focusing on the future of forestry and the role of technology in shaping the industry. Speakers include: Joel Fitzgibbon – Chair of AFPA, Tim Woods, Industry Edge – Forestry for a changing housing market and Jonathan Crellin. The event cost is \$255 for AFCA members or \$295 for industry guests, with the ticket including all meals, wine, beer, cider and soft drinks. Any queries regarding this event please contact either Terese Minall at office@afca.asn.au or Tim Lester at tim@afca.asn.au

29: NTHA TRAINING – Introduction to Plan Reading and Estimating – ONLINE

EVENT. Registrations open. For more information and to register, visit <https://www.ntha.com.au/events/training/>

30: NTHA TRAINING – Timber Knowledge Beginner – St Mary's NSW. Registrations open. For more information and to register, visit <https://www.ntha.com.au/events/training/>

DECEMBER

15: International Conference on Community Forestry and Conservation (ICFC - 23) – Melbourne. Hosted by one of the most trusted organizations, SAIRAP, the conference provides a premier global platform for exchanging ideas and insights on the latest developments across various fields. Our goal is to offer a competitive venue for industry professionals and academic researchers to showcase and discuss cutting-

edge advancements in their respective fields. More details <https://sairap.org/conf/index.php?id=1871959>

SAVE THE DATES 2024

APRIL 23-24: Planned International Forest Investment Conference – New York City. TBC

MAY 1-2: Sydney Build Expo – Sydney. Sydney Build is the only event in Australia to offer 300+ accredited presentations, 500+ exhibitors and incredible networking opportunities for all of Australia's construction, architecture, engineering and infrastructure industries.

SEPTEMBER 23: Latin America Forest Investment Conference – Porto Alegre, Brazil.

SEPTEMBER 24-25: International Woodchip and Biomass Trade Conference –

Porto Alegre, Brazil.

SEPTEMBER 25-27: Field Trip – Rio Grande do Sul State, Brazil.

OCTOBER 22-23: International Woodchip and Biomass Seminar and Networking Event – Singapore.

SAVE THE DATES 2025

JUNE 22-26: World Conference on Timber Engineering – Brisbane. WCTE is the world's leading scientific forum for the presentation of the latest technical and architectural solutions and innovations in timber construction.

OCTOBER 20-22: International Woodchip and Biomass Seminar and Networking Event – Singapore.

OCTOBER 23-24: Field Trip – Vietnam.

Kenya creates a new holiday for tree planting

THE government in Kenya is giving the people a public holiday with aim of seeing 100 million trees planted to fulfill their 10 year goal of 15 billion trees planted.

The public holiday is designed to help fight climate change and each Kenyan is encouraged to plant two seedlings. These seedlings are provided by the government to be planted in designated



Care is taken to plant the right trees in the right place. Image: Ken Mungai

areas but they are also encouraging Kenyans to purchase an additional two seedlings and plant them on their own property.

The government is monitoring the progress by providing an app where people can record the seedlings they planted, the date and the type of seedling.

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NZ Timber Museum to get a major makeover

THE New Zealand Timber Museum at Putaruru in the Central North Island opened 40 years ago and has been serving the community ever since. Dennis Neilson (Chair of the Museum Trust) along with a dedicated band of voluntary Trustees have been recently joined by a new Manager, Liz Segen, who is trained in Museum management. The team is excited to welcome Liz Segen and looks forward to what her expertise will bring.

The team have been dedicated in securing some substantial grants to help rejuvenate the relevance of the Timber Museum and to create more visitor attractions. The Timber Museum is also grateful and excited for many 'in kind donations', such as the significant multi-year funding from The Wood Industry Development and Education



1/ McLaren No. 455 traction engine built in 1892. It spent many years working at Central North Island sawmills. The second oldest traction engine in New Zealand still works, and is driven on site for 'open' days.



2/ 1970 Timberjack skidder.

(WIDE) Trust, that have also come in to support the 2023 projects, providing a significant boost and allowing for the master plan to become a reality.

The projects completed at the Timber Museum included a Master Plan by Museum Consultant Story Inc in 2022, and a major signage design contract again with Story

Inc in 2023, which is almost completed, and ready for construction and installation of signs throughout the site.

The museum consists of several buildings with numerous mill and machinery, as well as numerous outside exhibits. There are some incredible machines including an 1892 traction engine and a 1979 Timberjack skidder. Both of these machines are maintained, are in working order and are used on open

“EXHIBITS INCLUDE A 20,000 YEAR OLD KAURI LOG AND STUMP

Cont P 9

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From P 8

days, much to the delight of children and those who are young at heart.

Some of the newly highlighted exhibits include a 20,000 year old Kauri log and stump dug up after a volcanic eruption in Auckland, and a 2,500 year old totara log recovered from a nearby forest. One of the projects recently completed is a 110 year old pioneer schoolhouse.

With several projects recently finished, the Timber Museum is excited to be underway with some of their new projects including:

- A new café.
- The building of 'Trainworld', the largest model railway in New Zealand, with joint venture partner Pierre Vuilleumier.
- A new 'Wildlife of New Zealand Forests' Exhibition.
- Five 'forest circles': four of native canopy species Kauri, Rimu, Kahikatea and Totara, and one 'exotic circle', with pines, redwoods and eucalyptus species. These will enable visitors to enjoy the experience of being 'inside' growing native and exotic forests.



1 & 2/ **Trainworld under construction. The designer-builder is Pierre Vuilleumier.**
 3/ **Aerial view of the Timber Museum site, taken August 2023.**

In addition to the new projects underway, our Timber Museum also has more future exhibits in the planning stage. These future projects will further enhance the strategy of the Trustees and Manager to develop the Museum to be a living, breathing visitor centre. The goal for the Timber Museum is to not only focus on the past, but to also highlight the present and display the future benefits that the Forestry Sector can provide to New Zealand society.



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Fire tower staff on guard in bushfire defence

SCANNING the bush from a fire tower 45-metres above the ground, Sally Knox is the first line of defence for the Central West when it comes to bushfires.

One of Forestry Corporation's newest recruits, Sally has recently started as a fire tower operator based in Bathurst.

The fire tower team will be watching over the forest estate this summer alerting ground crews to rising smoke.

It is an important career calling given that most of the bushfires contained in the state forests of the Central West are initially spotted from the towers.

"I have spent a few shifts in the Sunny Corner tower and watched a couple of fires," Sally said.



Forestry Corporation fire tower operator Sally Knox spots a fire burning in the Bathurst area (smoke plume pictured in the top left of the image).

"I like to do them half an hour beforehand so I can see the consistency in the average daytime temperature, wind speed, wind direction and the relative humidity.

"We use all this information to calculate the Fire Behaviour Index, which is a measure that has been in place in NSW since the 2019-2020 bushfires. We put together all this important information to get an accurate reading on the bushfire risk.

Three days into the job and Sally faced her first big test in the towers.

"Climbing up the Shooters Hill tower in strong winds was extreme. It was 60 to 65km/h wind gusts. It took a lot longer than normal due to the winds, but it was also the first time I have had to harness on since I completed my working at heights course," Sally said.

"There are many great things about this job. The landscapes are beautiful, it's a workplace with a great view. Before I found the position, I told myself the next job I am going to get would be one where I can enjoy the outdoors as I came from a desk job. So yes, this has been a stark contrast. It's unlike any other job I have ever worked," she said.

Dave Anderson, Stewardship and Fire Supervisor for the Bathurst Management Area, said Forestry Corporation will rely on 18 seasonal and contracted staff in the Central West this bushfire season to complement Forestry's staff firefighting ranks.

"I have to say there's a level of pressure with the job. I feel the weight of responsibility, but it's also satisfying work knowing I could potentially save someone's property or someone's life by spotting a fire before it takes off. When the winds pick up you certainly feel that responsibility.

Taking in 360-degree views of the forest canopy, fire tower operators also relay important weather updates to the Fire Duty Officer.

"We do weather observations every hour and report those across radio," Sally said.

“IMPORTANT TO HAVE SEASONAL FIREFIGHTERS AND FIRE TOWER OPERATORS DURING FIRE SEASON



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From P 10

“It is very important to have seasonal firefighters and fire tower operators assisting Forestry Corporation during the fire season. While all Forestry Corporation staff members serve in firefighting and fire support capacities, the intake of seasonal firefighters allows us to fill our firefighting standby rosters to make sure we have firefighters ready to respond at any point,” Dave said.

“In the Bathurst area, just about every fire in the forest is spotted from the fire towers. The towers are invaluable assets for the Central West.

“The fire towers are important in the landscape - when we notice smoke, we can figure out where the fire is and alert our other firefighting agencies such as the Rural Fire Service and



Scenes from the Shooters Hill and Sunny Corner fire towers.

National Parks and Wildlife.

“Early warning on bushfires is vital and early suppression is often so

important allowing us to act quick and stop small fires spreading into large uncontrolled bushfires,” he said.

To find out more about seasonal firefighting positions or for more information about Forestry Corporation of NSW click here.

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FWPA 2023 Annual General Meeting highlights

FOREST & Wood Products Australia (FWPA) successfully held its 2023 AGM on Thursday 26th October via video conference. All items included on the meeting agenda were successfully passed by the company members. FWPA extends their appreciation of the important work delivered through the FWPA board, company secretary and the wider FWPA team.

FWPA also appreciates the support of numerous industry associations, in particular our three national representative bodies, the Australian Forest Products Association, the Engineered Wood Products Association of Australasia and the Australian Timber Importers Federation as well as the ongoing support from the Australian Government through the Department of Agriculture, Forestry and Fisheries. Craig Taylor (Board Chair) also highlighted the many contributions that John Halkett, GM of the Australian Timber Importers Federation provided to the Company over its lifetime. John recently passed away at his Sydney home and will be missed by the industry.

FWPA BOARD UPDATES:

The FWPA board and wider team would like to extend a warm thank you to Christine

Briggs, who successfully finished her final 3-year term with the board. We certainly appreciate her valuable contributions and support over her 9 years of service and wish her well.

Craig Taylor was re-elected Board Chair by the directors for a further 1-year term at the board meeting held immediately after the AGM. Stephen Dadd will Chair the Finance Audit and Risk Management Committee for the next year, with Yvonne Pengilly and Tony Arnel as Committee Members.

Nick Roberts will Chair the Human Resources and Nominations Committee, with Craig Taylor and Katie Fowden as Committee Members for the coming year.

FWPA PROGRAM UPDATES:

Craig Taylor highlighted the following items during his AGM address:

“Our new strategic plan was finalised and published in May 2023, and we thank the FWPA members for their input and suggestions in developing the plan. Reporting of our performance against this plan will be included in the next annual report. We will continue to seek and incorporate feedback from our stakeholders, assess the operating environment

and, where necessary, adjust our strategy and priorities in response to the needs of the industry we serve.

It has been encouraging to witness our CEO Andrew Leighton lead the organisation towards its new era with a clear vision, informed by his commitment to building and maintaining strong relationships with industry stakeholders.

We conducted our first ever extraordinary general meeting in May of this year for the adoption of a new Constitution which has resulted in changes to Director selection and renewal processes. These changes reflect new technology and processes for member engagement as well as modifications to governance measures needed to recognise our not-for-profit status.

The directors thank our members for unanimously supporting the proposed constitution. Amongst other benefits, these changes will save a significant amount of money which can be diverted to more productive investments.

During the year FWPA committed \$11.2 million to new grower-focused projects that were recommended by the Grower Research Advisory Committee (GRAC).

We worked with the

Australian Forest Contractors Associating to identify best practice methods to deploy the Forest Fit training package to the industry.

In 2022 we undertook research on the effectiveness of the previous Ultimate Renewable campaign and unveiled its latest iteration. This program was then reviewed and led to the development of the new campaign launched in July 2023. The results of these campaigns will inform future investments in consumer advertising and promotion.

We renewed our commitment to fund the National Timber Durability Centre and initiated the search for the next Director which resulted in the appointment of Professor Tripti Singh in August 2023. We also launched a new resilient timber homes project.

Our WoodSolutions and ForestLearning programs continued to thrive and reach a broader audience in promoting the importance forest and wood products.

By any measure 2022/23 was a busy and successful year for FWPA,” said Craig Taylor.

Learn more via the 2022/2023 FWPA annual report.



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Australian Government notice for Canadian timber importers

THE Australian government has released a notice that will affect all importers of Canadian timber products and the relevant customs brokers for those importers. The changes are in relation to the brown marmorated stink bug (BMSB). From the 1st of December 2023 the government will recognise that the BMSB contamination is sufficiently managed on imports of sawn wood and timber when they are produced through the Canadian Heat Treated Wood Products Certification Program (HT Program) by the Canadian Food and Inspection Agency (CFIA). This will apply between the 1st of December



Brown Marmorated Stink Bug. Image: Shutterstock

and the 30th of April each year.

This notice and its changes mean that the seasonal measures put in place on

imported timber to deal with the BMSB contamination will not apply to sawn wood and timber that has been produced through the HT

Program.

Importers will still need to be aware of the paperwork required for their imports. The government requires that the documentation be provided for assessment along with a specific AEI code. These can be provided when importers lodge their consignment in the Integrated Cargo System (ICS). More specifics around the required documentation

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Let us find the finance that's right for you.

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and import conditions are expected to be released in mid-November 2023.

The Australian government has provided the following information on the management of BMSB and the importing requirements for products treated under the HT Program.

BMSB MANAGEMENT

- The BMSB season is from 1 September to 30 April each year.
- Sawn wood/timber produced through the HT program will be subject to BMSB

“THE BMSB CONTAMINATION MUST BE SUFFICIENTLY MANAGED

measures if produced and exported between 1 September – 30 November.

- Sawn wood/timber certified as being produced under the HT Program between 1 December (and consequently exported after 1 December) and 30 April of the BMSB season will not be subject to BMSB measures. From 1 December each year in the northern hemisphere, BMSB does not further contaminate goods.
- BMSB contamination is managed through handling and processing that occurs during production of heat treated sawn wood/timber through the HT Program after 1 December.

IMPORTING REQUIREMENTS FOR HT PROGRAM GOODS

A 'Heat Treatment Certificate for Exports to Australia',

specific to the HT program, will be required to accompany these goods. Details of the HT Program and certification requirements can be found in the CFIA Directive D-13-01.

The certificate will need to include:

- the botanical name of the sawn wood/timber (year-round requirement)
- evidence that the wood has been heat treated to at least 56°C at its core for a minimum of 30 continuous minutes (year-round requirement)
- the following statement: 'The sawn wood in this shipment was surfaced on all four sides, trimmed and inspected and is free from brown marmorated stink bug (*Halyomorpha halys*)' if the goods are produced and exported between 1 December and 30 April.

Wildfires are concerning

A study published in the Nature Geoscience journal found over 20 years, wildfires have destroyed enough timber producing forests to make up the size of Great Britain. This is a huge loss for the timber industry as the study also predicts that the demand for timber will triple over the next three decades.

Timber growth is slow; it is a long-term investment. The study found that before 2015, the average volume of timber producing forests that burned globally each year, was one million hectares. However, since 2015 that average has tripled. Russia, U.S. and Canada lost the most amount of hectares but Australia and Portugal lost the highest percentages of their available timber producing forests.

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Daisugi – the art of harvesting a forest without cutting down a single tree

THE Japanese are incredibly inventive. In the 14th century there was a shortage of timber materials in the Kyoto region. In an area that is mountainous and difficult to plant and maintain forests the art of Daisugi was born.

The Japanese would plant cedar trees in the Kitayama prefecture, approximately 20km from Kyoto. These cedar trees would then be pruned in a very specific way in order to encourage shoots to develop and grow upwards. The shoots were carefully maintained and pruned every two years with the exception of the top few boughs so that they would grow perfectly straight and knot free. The technique is similar to the one used for bonsai trees, however, on a much larger scale.

After 20 years the shoots



Cedar trees with their shoots stretching high above its platform, displays the art of Daisugi.

could be harvested while the base of the tree was left behind with the roots and trunk still intact. The shoots are very high-quality wood. The technique provides an acceleration to the growth cycle and produces timber that is strong, has double the density and 140% more flexible than conventionally cut timber.

Each base tree can have up to hundreds of trees grow off it across its lifespan. A single tree can last 200 to 300 years before its high productivity wears off. The name Daisugi means platform cedar; the Japanese used the red cedar, otherwise known as the Kitayama cedar. This particular cedar can only be grown from a cutting and

struggles to grow outside its natural habitat.

The practice of Daisugi was in decline by the 16th century but may be worth researching deeper to see if it could apply to other kinds of trees.

Today if you go to Japan and wander through forests around Kyoto, you can see Daisugi trees still growing that are centuries old.

Disability is not a full stop to a career in the timber and forestry industry

THE ABC news recently highlighted Kirsten Drier, who is teaching skills and tricks of the trade at Maryborough Endeavour timber facility. Drier has autism and a decade ago held concerns that she would have great difficulty securing a job. However, a high school teacher helped open Driers' career pathway when they asked if she was good at manual arts and Drier decided to give it a go. Drier expressed to ABC when talking about difficulties finding a job that, "It can be frustrating because we just need to be given an opportunity to prove we can be a really good worker."

The Maryborough Endeavour timber facility is in QLD, three hours north of Brisbane. However, Endeavour has 28 employment sites spanning from Cairns, QLD to Melbourne, VIC. These employment sites range from the timber yard to food packaging and e-waste recycling. Endeavour's goal is to help people with intellectual disabilities to gain and grow confident in the skills they need to pursue further employment.

The timber yard has 43 employees supported by supervisors and each one has a disability. This timber

yard produces over 800,000 wooden stakes every year and also produces products for mines and other industries. Senior business manager Scott Reed said that Endeavour was, "about providing the opportunity for our employees to go as far as they want to go, in their own time."

Each employee is trained and supported and then many go on to employment elsewhere. At the timber yard employees are able to gain skills and qualifications in driving forklifts, sawmilling and more. Drier shared that they, "had forklift drivers here,

they went elsewhere and got a job and they're loving it and they're happy." The goal of Endeavour is to see people with intellectual disabilities excel in life and work.

The Australian Institute of Health and Welfare (AIHW) shares that those who have disabilities are twice as likely to suffer from unemployment. Jason McKey, the Queensland manager for National Disability Services said those with disabilities are often passed over for positions they would be more than capable of filling.

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US Army backs mass timber use with new policy mandates

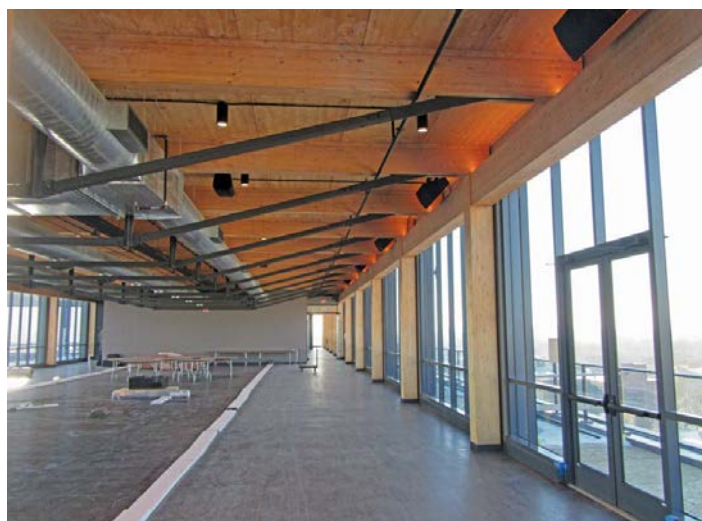
THE use of mass timber in the construction of buildings has risen quickly across many countries, with a multitude of new buildings being designed using this versatile material.

It has seemingly sparked a race on designing and building tall and magnificent structures out of timber, not only creating a lovely aesthetic but also reaching for the ultimate carbon neutrality.

The US Army Corps refuses to be left out of the race and recently announced a new policy that requires mass timber to be considered for all new vertical projects that are undertaken for all the Army Corps buildings as well as its civil works.

The new policy states that during the early design phase when structural systems are being decided, Army Corps personnel should consider a minimum of one design where mass timber is a substantial material in the structure.

The Senior scientific technical manager for Army Corps' Engineer Research and Development Center (ERDC) in Jackson Mississippi, Robert Moser said, "In support of



Structural mass-timber and cross-laminated timber systems, such as the one seen here on an eight-story residential project in Cleveland, have grown in popularity in recent years. Photo: Jeff Yoders/ENR and Harbor Bay Real Estate Advisors

Administration and Army priorities, the US Army Corps Engineers is leaning in to further advance its long-standing efforts in high-performance and sustainable buildings with a focus on low embodied carbon construction materials." Robert Moser continued, "This includes reducing the global warming potential of construction materials such as concrete, steel and asphalt along with an emphasis on bio-based building materials like mass timber."

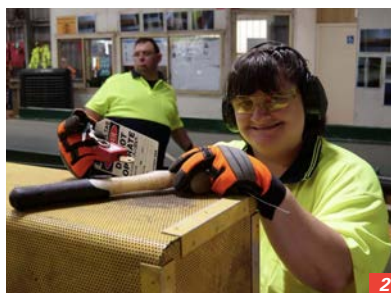
"While it is understood that there are multiple facility types within the Army and Civil Works portfolio that initially may not be conducive to mass timber systems, substantial portions of many facility types may. For example, the high bay areas of fire stations, hangars, and tactical equipment maintenance facilities may not be practical for implementation of mass timber however, the administrative portions of these facilities may," the Corps said in the policy announcement.

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McKey expressed that, "if you walk down the street today, you see so many vacancies, people wanted, and they're overlooking the fact that people with disabilities can do the job," he said. It is important to continue educating the population as the AIHW noted that 88 per cent of those who do have disabilities



1/ **The facility produces more than 800,000 timber stakes each year.** Image: Pat Heagney



2/ **Kirsten Drier working at the Maryborough Endeavour timber facility.**

and secure employment do not need additional support from their employer. If we can move past the stigma there

is a lot of "terrific potential that they're missing out on," these sentiments were shared by McKey.



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