



JANUARY/FEBRUARY 2023

THE SCT EXPRESS

2023 has gotten off to an exciting and jam-packed start, and the best way to summarise it is in the abundant photo gallery inside this issue. Within three months, we have already had triumphs from reopening the Parkes facility and our people pushing themselves for charity and team building. We have also recognised employees who have achieved impressive milestones in their years of service. We participated in our first significant industry event for the year and celebrated International Women's Day in the first week of March.

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2022 Year end festivities

Our teams across the group closed off 2022 in different ways to celebrate another year of working together.



Years of Service

We are well into the first quarter of 2023 and already celebrating milestones. Starting the year with the recognition of significant milestones is a reminder of what a great place SCT is for career longevity. Our people carry years of experience and learnings that have added an invaluable wealth of knowledge that guides how we can stand out from the rest of the market.

Allister Boyce _ 25 years combined



Ria Te Hira _ 20 years



Charles Drew _ 15 years



Richard Butt _ 15 years



Glenn Rowe _ 10 years



"Parkes is going back to school"

By Trudie Varcoe

In the words of Trudie Varcoe, Rail Operations Manager in Parkes, "We are on an education kick!"

The team has all signed up for various courses, some through TAFE and others through the Australian Institute of Management, while others are continuing studies that they had already begun. We all know how important it is for organisations to invest in and upskill our people, not only to improve our business but also to add another step towards career growth and enhanced capabilities.

The following are the certificates that the team is undergoing.

Certificate IV in Leadership and Management

- Troy Armstrong
- Wayne Fardell
- Michael Hartwig
- Steve Zonino

Diploma in Logistics

- Jackie Cameron

Certificate IV in Training and Accessing

- Peter Valentine

Dual diploma in Logistics and Management

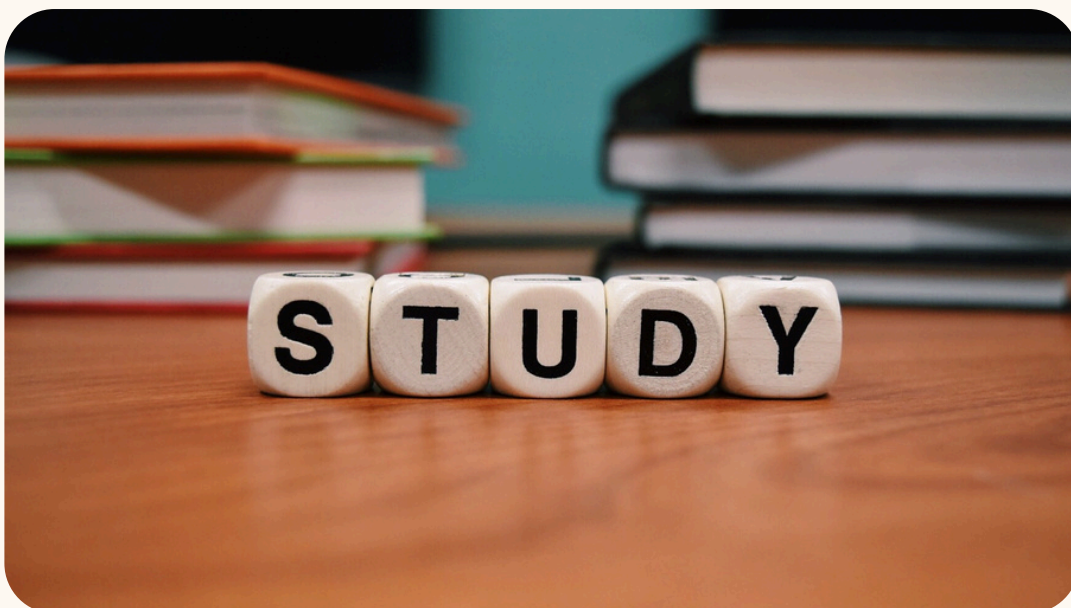
- Belinda Redfern

Advanced Diploma in Leadership and Management

- Trudie Varcoe

Certificate IV in Business Administration

- Louise Robinson



Corporate Teams Triathlon

The Victoria team started the year with a team activity requiring them to train during the 2022 festive season. The Melbourne Corporate Teams Triathlon took place on Saturday, 24 February. Participants could do the full triathlon or participate in a leg as part of a relay. Everyone played to their strength, some even taking on the challenge of something out of their comfort zone. The day's weather began on a gloomy note and, ironically, cleared up as the races concluded. One of the event objectives was to build teamwork, something SCT is dedicated to as a value. Well done to our SCT representatives for pushing themselves toward this shared experience.

Nella Attard



Michael Fiteni



Mani Puniani



Phil Williamson



Chris Angwin



Andrew Davies



Matt Eryurek



Jeremy Gomeze



Pat Kerin

Frederique

Karl Payne



Bradley Wood



Parkes Reopening_ A tale of two states

The SCT Parkes team gave us an inspiring start to the year with the reopening of their Parkes facility. It was a long wait for all involved but also a fine example of how SCT people "Go the Extra Mile" to get the job done. The story started when the rail line was closed due to flooding across New South Wales on 25 October 2022, which meant we could not send our trains out of Parkes to Perth for the next three months.

The first challenge was to deal with the 3200 tonnes of freight locked in the facility and road closures affecting heavy vehicle access in and out of Parkes and surrounding areas. We needed to act fast as most products were destined for supermarket shelves in Western Australia. We managed to clear all of this freight in a timely manner which SCT's loyal customers very much appreciated.

Once we got over this first hurdle, it was a matter of designing a solution for our NSW-based customers as freight had to be sent from the Sydney metro to Adelaide, Melbourne, or Barnawartha to have any chance of getting to Perth before the Xmas / new year period.

What was initially another major challenge became a terrific opportunity. Our Parkes staff were facing a stand-down period due to the weeks that the facility would be idle because of the track closure. A decision was made to temporarily relocate NSW staff from Parkes to SCT's Penfield site in SA. We even had an Adelaide team member going the extra mile to assist with this task by making his home available to affected NSW colleagues.

Some long days turned into evenings and then into early mornings, but the team remained committed. One staff member from Parkes was even back on a forklift only days after having had his home flooded.

The freight task coordination was done through a Business Continuity group established with management representatives from all states. Clients were kept in close contact as the team developed daily solutions like re-designing ordering patterns, using different routes, and reallocating orders to other states to manage their business needs. Over 13 weeks, we moved 14,000 tonnes of freight from our NSW, QLD, and VIC customers through the Penfield terminal. The customers' products made it to supermarket shelves, a considerable portion of our Parkes workforce was retained, and the facility reopened with the first service departing Parkes on Wednesday, 25 January.

The overwhelming challenge brought about a new super team made up of Parkes and Penfield forklift drivers, the National Linehaul Team, and the Penfield Operations staff. These teams would be recognised in the 2022 "Going the Extra Mile" (GEM Awards) for displaying the SCT Values of Innovation, Passion, and Teamwork.

"Reflecting on the past few months and how, out of the devastation that was felt by so many, we continued to support our employees and customers is inspiring. I am proud of the people we have in the business across all the states and what was achieved and seeing the SPIRIT values shining through." - Ryan Jenkins, SCT Group State Manager South Australia.



Wimmera Machinery Field Days

From 7 – 9 March, we participated in the Wimmera Machinery Field Days.

It's one of Australia's largest agricultural and agribusiness tradeshow and was back after a pause due to the impact of the pandemic. It was the perfect place for our Horsham team to represent the SCT Group and the services we offer, such as moving grain, hay, and frozen produce.

The Horsham team's goal was to make sure families had a great time at their stand while learning about the business. SCT train puzzles, SCT branded lollies, and balloons ensured the kids weren't bored while their parents were learning about the services we provide. In keeping with our sustainability journey and communication of the value of rail as part of it, a flyer with facts and figures about the benefits of rail was included as collateral, along with display boards and brochures.

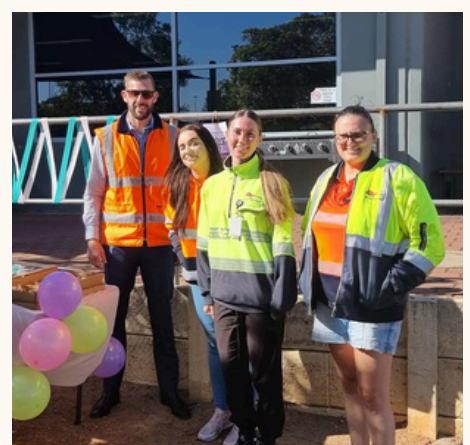


International Women's Day

8 March was a special day across the board for SCT. Each location honoured the women of SCT in different ways, from morning teas to lunches. The little pamper packs were added as a small token of gratitude. The theme colours for this year were purple and green, with purple signifying justice, dignity, and loyalty, and Green symbolising hope.



International Women's Day



Sustainability Champion _ Urusha Kansakar

Urusha is one of the SCT members who put their hands up to be part of the project teams in our Sustainability journey.

In 2015 Urusha was working in Nepal with the World Wildlife Fund (WWF). She was part of the Hariyo Ban Project, an initiative to support the government's conservation objectives and protect the biodiversity of Nepal from the impact of climate change while empowering its local communities to adapt to it. This was the beginning of Urusha's journey with sustainability.

As the Administration and Event Management resource, she worked on activities from workshop coordination, social procurement procedures, sustainable development plans and initiatives. From there Urusha got involved with Clean Up Nepal where she was part of their sustainable development plans for waste management.

In 2019, after moving to Australia, she was part of an educational promotional video for Central Queensland University which covered the subjects of Social Innovation, Sustainability and Social Impact.



It was during this that her interest in the field of social innovation, social impact, and sustainable development plans in organisations was truly sparked. This led Urusha to apply for an internship at Think Impact, working on a team that assessed the Social Return on Investment of FoodShare in Victoria. They focussed on the social, environmental, and economic impact of Food Shares in Victoria in relation to stakeholders. At the end of the analysis, a sustainable development model was recommended to the Foodshares on how they can run their organisation with social impact.

After her experience in this area, it is no wonder she didn't think twice about putting her hand up when the SCT Sustainability project teams were being formed. Urusha says that she was excited by the prospect of being part of achieving sustainable goals in Australia's logistics industry.

"As individuals, we can do as little as being vigilant about our own waste in the office and at home. Secondly, we can volunteer in organisations that work towards impactful social change. "

The diversity of backgrounds in our project team is an exciting indicator of the great work that we can do. Each member brings with them experience from different fields and countries that add new perspectives for our sustainability journey.

TWAL Member Bulletin _ Trudie Varcoe

Early in March, we had a LinkedIn post that proudly spoke about how Trudie Varcoe, NSW Rail Operations Manager, had been invited to speak at the Dubbo International Women's Day Dinner. TWAL recognised Trudie in their March newsletter.



Dubbo International Women's Day Dinner

On Tuesday night, 14th March, Transport Women Australia Limited celebrated their International Women's Day dinner at Dubbo, the night was well attended by TWAL members, supporters, and friends. TWAL Foundation Business Partner, NTI fielded a large team as did the ARTC and SCT Logistics. The night was hosted by TWAL Chair Jacqueline Brotherton, ably assisted by volunteers Sally and Billie Tipping, and Ann Howard.

We heard from four wonderful panellists, two making their first public speaking appearances - Trudie Varcoe of SCT Logistics and Lauren Peterson of [Regional Insurance Services Pty Ltd](#), who did exceptionally well at telling us about their career progression and what they loved about their jobs and what they hope to achieve going forward. They were joined with the very last mission minute addition of Sara Conway of the ARTC, who with two minutes of preparation joined the panel and shared her amazing story from health, wellness, and dietetics in the mining industry through to her career progression into the ARTC. The 4th member of the panel, Sharon Hourn shared her story of personal tragedy and how it caused her to form Driver Support, she described what she does for the industry and the truck drivers who may be suffering after experiencing on-road incidents. Sharon brought tears to many eyes in the room

