



SEPTEMBER/OCTOBER 2022

THE SCT EXPRESS

This edition begins with a message from Managing Director Geoff Smith. With September having National Family Business Day celebrated on the 19th, we also give an update on our customer Coopers Brewery. Read all about this and more in the following pages. A note of thanks to all contributors to this issue's articles.

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AND MUCH MORE

A Message from Geoff

With great sadness, I start this message by sharing the tragic news for our organisation in the passing on the 25th of August of one of SCT's long-term contract locomotive drivers, Murray Dobson. Our sincere condolences to Murray's family, friends, and work colleagues at this most difficult of times. Murray was a Momentum employee that had worked long-term on supporting our North/South services. The internal and external investigation teams are still working through the incident.



Remember that your safety at work is our key priority, and any decisions you make in carrying out your duties should be carefully considered. If you feel something has a risk, you do not need to do it. You should use the mechanisms in place to raise this with your Supervisors/Managers, and the necessary risk assessments and recommendations will immediately follow.

On a more positive note, it has been wonderful to welcome our entire Head Office team back to the office after the repeated periods of COVID Isolation. It is great to see the return and interaction amongst our teams and staff in support of the vast majority of our operational staff who kept the wheels turning through the pandemic.

We are very proud of our Vision, Mission, and Values, which were developed just before the first COVID lockdown by a broad strategic leadership group within SCT. While these values started as just words, we have more programmes planned for our entire SCT team, I am proud of how our organisation has embraced and ingrained these 'SPIRIT' values into SCT's DNA.

Recently, we've had a heightened focus on Safety and Mental health. Rail Safety Week took place in August. It is a national drive to shed light on the behaviour of pedestrians and commuters at level crossings, leading to high annual rail-related fatalities and injuries. Our internal campaign highlighted the link between Rail incidents and mental health. As we've experienced recently, a tragedy affects not only those involved but many associated with the individuals concerned and the incident. Mental wellness through open conversation with colleagues and family, and embracing the Employee Assistance Programs available are critical in helping individuals deal with these situations.

R U OK Day was observed nationally on 8 September. We took it further by focusing on R U OK for the entire month. Brave and occasionally uncomfortable conversations around work and social pressures often begin with asking those we work with if they are OK, as it is essential to look after your work colleagues. Additionally, through SCT's EAP – qualified psychologists, social workers, and professional counsellors – there is the opportunity for confidential face-to-face or via phone sessions for our staff members and their family. Dr. Sean Richardson, who has worked as a performance psychologist for the likes of St Kilda Football Club, was drawn on through a video interview conducted by Pat Kerin.

It highlighted the pressures we face in our professional and personal lives that can impact our mental wellness. Dr. Richardson also shared some tips on how to have valuable conversations with others.

We formally celebrated opening our new Dry and Temperature Controlled Cross Dock facilities at Altona. Thanks to ARTC CEO Mark Campbell and Victorian Chamber of Commerce CEO Paul Guerra for formally cutting the ribbon on these new facilities.

We've also welcomed four new SDA 1 locomotives into our fleet to meet the increased growth demands of our customer base.

I look forward to seeing what we can achieve in the last quarter of the year.

Geoff Smith
Managing Director, SCT Group

Family Business Australia



Family-owned customers & suppliers

On the 19th September we celebrated National Family Business Day. This was more significant for SCT because we're a member of the Family Business Australia foundation. Family-owned businesses make up 67 percent of all Australian businesses. They provide 55 percent of employment in private sector employment at 48 percent of its wages paid. Having this much positive impact on the country's economy with customers and suppliers doing the same is something to be proud of.

Attards

Founded in 1972, the 50-year family-owned business is one of the country's largest and most experienced suppliers of vehicle branding. Their services range from private individuals to single vehicle operators to the scale of corporates and government bodies. The beginnings of Attards had the company measuring, plotting, cutting, and stitching custom-fitted canvas tarpaulins by hand. This is a far cry from the large-scale and automation with which they now operate.

Coopers Brewery

During the week of Family Business Day, we celebrated Coopers Brewery. They have 160 years of continued success in brewing, with the baton successfully passed through six generations.

Sadleirs

Australia's second oldest family-owned business, Sadleirs, is a global freight forwarding provider founded in 1829 that does not let its continual growth and global reach get in the way of its deep roots.

Scalzo Food Industries

Established in 1977 by Quin Scalzo, this ingredient supply provider to brands and retailer partners has capabilities in roasting and blending and even offers contract packing. Scalzo goes the extra mile to deliver innovative products and services by creating a wealth of insights. These insights obtained through research on industry trends, consumer behavior, and market trends are a true value added solution for their customers.

Yalumba

Yalumba is Australia's oldest family-owned winery and is based in Angaston, South Australia, where its founder established the business in 1847 when he emigrated to the country with his family. They have shown their pioneering spirit with ongoing innovation in sustainable wine-making that aims to make as little impact on the environment as possible in the wine-making process through water consumption reduction and recyclable packaging. This is one of the reasons it has been awarded 43 accolades globally for its sustainable practices.

YALUMBA
FAMILY VIGNERONS C. 1849

SCALZO
PARTNERS IN FOOD,
QUALITY & INNOVATION



sadleirs.

Coopers

SCT & Coopers _ Always roll your own way

By John Stefanovski

As Australia's largest independent family-owned brewery, with 160 years of brewing and six generations of custodians, Coopers Brewery have mastered brand by being a longstanding contributor to the craft beer space. The brand has proven itself in taste and fortitude to stand the test of time enjoying ongoing success. Both SCT and Coopers Brewery share common ground – being proudly Australian owned and taking pride in their pursuit for excellence. John Stefanovski –SCT National Strategic Business Development Manager said: "SCT has always valued our partnership with Coopers Brewery. The success and key to our relationship is largely driven by trust and credibility, as we focus on mutual success and staying true to our SCT business values". John added "The SCT Group was awarded the Coopers Brewery interstate freight volumes in 2018 and both companies have been committed to a true partnership ever since.

Continuous improvement initiatives sees both SCT & Coopers Brewery working together at all levels towards tailored and value-driven solutions". The end-to-end solution involves SCT collecting freight from the outstanding Coopers Brewery's facility in Regency Park S.A. Cooper's freight is then handled with care by a devoted SCT team, timely departing and arriving on SCT rail services, to and from SCT rail terminals followed by delivery to Coopers large customer base.

In April, Coopers announced its investment in constructing a world-class visitor centre, microbrewery, and whiskey distillery at its Regency Park site in Adelaide. Facilities of the new centre will include; a restaurant and bar, outdoor plaza dining, a dedicated tasting room, and an interactive history display. Their website states that the project will showcase Australian beer to the world. At the same time, the 3200L microbrewery will allow its brewing team to develop more craft-style beer to supplement its current portfolio and be used in the regular creation of new ales and lagers for the visitor centre.



Key staff movements : When opportunity knocks

SCT is growing, and with growth comes the chance for our people to expand their horizons. Our staff stories have plenty of examples of how this organisation gives its people opportunities to diversify and learn through different roles. Because of this, we have built a wealth of talent that can enrich any position they move into, making it a fantastic benefit for the organisation not having to look outward when opportunity knocks. We also have the good fortune of attracting external talent who add to our vision of growth and bring in diversity and a fresh approach. Below are the latest SCT family members who have moved into key roles and new employees who have joined the leadership team.

"There is significant potential within our business to improve our current operations and drive effectiveness that naturally comes with having consistency in practice throughout our Network. We are very confident that these new appointments will provide us with the right people in the right place at the right time, with the proper focus to deliver the expected outcomes." Glenn Smith : Chief Executive Officer, SCT Group

Below are the latest SCT family members who have moved into key roles and new employee to have joined the leadership team.

Chris Angwin

General Manager : Operations

Max Bourke

General Manager : Terminals

Matthew Carruthers

State Manager : Western Australia

Michael Hilder

State Manager : Victoria

Ryan Jenkins

State Manager : South Australia

Raman Kaur

National Payroll Manager

Simon Kefalas

Head of Logistics : Operations

Bradley Moore

General Manager : Productivity



The 1st Logistics Leadership conference was held in late September. With the appointment of Chris Angwin to General Manager of Operations, it was essential to bring the State Management team together and recognise new appointments. The group was chartered to come together and start work on building a foundation of trust, collaboration, and a "network mindset." The team produced a Logistics Leadership Group purpose and mission statement while completing several collaboration activities throughout the two days. The event was a great success, and thank you to all involved in bringing this together.

Doing our part _ Big Aussie BBQ

One out of every five Australian men is at threat of Prostrate Cancer. When we have an open dialogue about this threat, we raise awareness and create opportunities to raise funds for research, nursing, and support. The Big Aussie BBQ allowed us to "grill for a good cause."

The month was filled with the irresistible aroma of food on the bbq in the name of the Big Aussie Barbeque to support efforts for Prostate Cancer. Our sites carried out various fundraising activities. The total raised nationally by SCT being \$5,880.

One example is the Penfield team, whose efforts were noticed by the Prostrate Cancer Foundation, sending a state representative to attend their barbeque day and deliver a speech. Though the inclement weather caused a last-minute change of venue, there was a terrific turnout of staff across all three Penfield sites. The snags were a hit, with Jason Gibson and Jamie Holland doing a fantastic job keeping the hoards fed throughout the event.

Stephen Milton from the Prostate Cancer Foundation of Australia (PCFA) was in attendance, giving an informal presentation on the importance of detecting prostate cancer and mingling with staff during the event. He also drew the raffle prizes.

Steve had PCFA goodies for the staff and was very impressed with the setup of our event and the turnout.

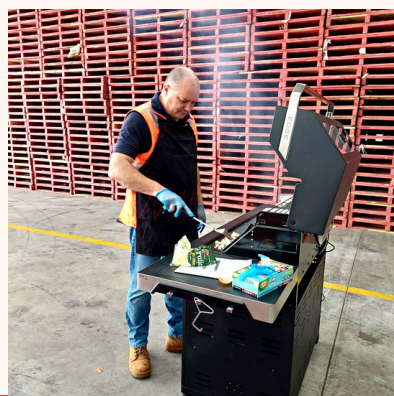
All had a good afternoon, especially those who were lucky enough to win one of nearly \$3,000 worth of donated prizes.

Mandy White & Nicole Viant would like to say a very big "Thank you" to everyone who gave support. In their words, "We couldn't have done it without you!"

Penfield going the extra mile



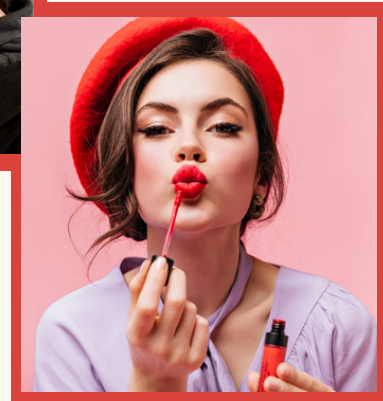
Victoria Ops Team



Doing our part

Liptember

In a month dedicated to ensuring our colleagues are "OK," Liptember was an important cause to support because of its focus on the research and funding of female-specific mental health. Our people across the family donned their favourite lip colours to work to get the conversation started. Pictured below are the Parkes ladies showing their support and colours.



R U OK Day

This year we kicked off R U OK by having a sit-down interview with a global performance psychologist, Dr. Sean Richardson. His work with CEO'S and football teams made him the ideal person to talk us through the impact of emotional well-being on our daily lives, particularly when we have challenging work. Like many Australian organisations, we took time out on an official day, the 8th of September, to observe R U OK Day, but we also dedicated the entire month to it. This means that each site and team could have activities most appropriate for it. Our industry and people are exceptionally hard-working, so we had branded stress balls, water bottles, and coffee cups that we can carry with us everywhere outside of September as a reminder to look after our mental well-being.



Events

APSA Conference WAGGA WAGGA

The Australian Peak Shippers Association hosted over 170 industry representatives, including exporters, shipping lines, port operators, trucking companies, and the government in Wagga Wagga, 3–31 August, for the APSA Conference. A few of our clients were also in attendance, allowing us to connect and promote our Port Rail Logistics capabilities. The conference was also covered by Channel 7 News, featuring an SCT locomotive and an interview with GM Ports & Government Relations, Matt Eryurek.



SCT Parkes Open

The annual SC Parkes Open Golf Day took place on the 17th and 18th of September, the seventh year of SCT Logistics as the naming rights sponsor. The unfriendly weather or damp golf course could not hold the players back. The pandemic had the event in hibernation, but the crowds returned in full swing. The tournament winner was John Betland, champion Forbes golfer who, with the triumph, was taking home his third SCT Logistics Parkes Open title with a two-shot victory. Apart from the prizes, our guests received SCT logo stress golf balls, a novelty they can use when the day-to-day stresses off the course make a play.



Club president Dave Stevenson and SCT's Bill Wakim were honoured to present the John "Gidgie" Leister Memorial trophy to Sam Standen from Parkes.

PARKES GOLF CLUB

2022  **LOGISTICS**

PARKES OPEN

Sponsored by - SCT LOGISTICS

17th & 18th September, 2022

In association with.....

Griffins Leading Edge, Epiroc Australia Pty. Ltd.,
tsg & Kooler Ice, D'Aquino's Liquor Merchants,
Casey Surveying & Design Pty. Ltd., Truserv Pty. Ltd.

Premier Country Tournament
Fred Funnell Memorial Trophy

John "Gidgie" Leister Memorial Trophy

Keith Clark Memorial Trophy
(FOR VETERANS ONLY)

NO POST ENTRIES ACCEPTED
Entries close 5pm, Friday 2nd September, 2022

WCL

By Matt Eryurek

The Wimmera Container Line (WCL) business is based in Doon Victoria, near Horsham and led by GM Ports Development Matt Eryurek. The site operations manager is Craig Scott. Craig joined WCL in 2010 as a full-time truck driver/ fumigator, and after three years, he became a transport manager. In 2015, Craig became operations manager with a 2021 transition into his role to oversee the WCL site. WCL, has reached annual volumes of 21,000 containers at its peak. In the 2022 season, we hope to achieve 15,000 container movement by rail into the port.

In a historically male-dominated industry, the WCL business has an impressive female representation with the team. The diversity in this business is also in the mix of its team's industry and role backgrounds.

Profiling our Ladies of WCL

Ali Buerckner

One of the team's newest members, Ali, joined WCL after being employed as a Branch Administrator for Emmett's John Deere Dealership. Before that, she had been in the construction industry for five years. Most of Ali's working career has been within the administration/accounts, so she was delighted to accept the role of Finance Administration at WCL because of the opportunity to step back into a financial role while studying Certificate 4 in Bookkeeping and Accounting. This position has meant using skills previously learned while acquiring new ones within finance.

Caitlyn Edwards

Caitlyn joined WCL after ten years as an education support officer. In 2021 Caitlyn began her journey in operations, and her first role has since evolved to include train planning / coordinating, customer service, equipment acquisition, and transport. The frequent pivoting within WCL stretches her to raise her game to maintain customer service levels. This fast-paced industry, with its constant change, promotes consistent growth. When asked what she loves most about her job, Caitlyn says that one never knows what one will be faced when walking through the doors daily and the diversity.

Catherine Roberts

Catherine has been with the business for 4.5 years in a role that has provided learning, growth, and a broader understanding of the rail industry. She has taken up more responsibility due to opportunities arising during key management movements. Catherine has a background in finance within industries ranging from Agriculture to Mining before joining WCL. When asked what she loves most about her job, she speaks about the leadership that supports career development along with the collaborative working style of her team.

Zali Williams

Zali has been with WCL for a year and worked at a small service station before that. The journey with SCT began with a focus on finance, with the role recently evolving into more operational, working with the business's transport, rail, and collection side. Working with the customers and growing relationships with them is her favourite part of the job. Choosing this industry came about from her having always been interested in transport and rail.



Ali Buerckner



Caitlyn Edwards



Catherine Roberts



Zali Williams