

# Public submission

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Submission ID: 204205

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**Organisation:** *Dale & Meyers Operations*

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**Location:** *Redacted*

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**Supporting materials uploaded:** *Attached overleaf*

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Submission date: 10/11/2024 5:59:14 PM



Incorporating

**DTM Timber - Branch 95**



10<sup>th</sup> October 2024

**RE: Dale & Meyers operations t/as DTM Timber submission to Independent Forestry Panel regarding Forestry industry Action Plan.**

Dale & Meyers Operations is an Australian owned and diversified company dealing exclusively in Australian hardwood timber species. We are Australia's largest hardwood utility pole supplier and support power utilities across New South Wales, Queensland, Victoria, Western Australia, New Zealand, Fiji and Samoa.

DTM Timber is an "end to end" hardwood timber business. We sustainably source timber, harvest it in compliance with, and exceeding our legal requirements, process it and distribute it with maximum efficiency in material usage, stringent environmental practices and with staff safety and happiness in mind. DTM Timber truly believe in the sustainable hardwood timber industry, in its benefit to the environment through carbon sequestration, fire mitigation, and through its benefit to both the social and financial economies of the local area, the states and the country.

As an "end to end" business we are involved in procurement and sustainable harvesting of timber from both state owned and private lands. We manufacture and distribute power poles, construction piles, GOS sawn timber products and kiln dried and profiled products such as flooring, decking and cladding as well as KD F27 construction timbers for the Australian building industry. We have our own logistics fleet, mechanics, electricians, sales and support staff, as well as bush operations and mill staff. We run pole facilities, green sawmills, dry mill and manage power pole storage facilities for Energy Queensland. The Dale & Meyers name has been synonymous with quality hardwood timber since 1988. We currently operate 13 sites across Northern NSW and Qld.

Dale and Meyers Operations has a turnover of around \$40 million per annum and approximately 50% of our business is from the power sector. We are on call 24 hours per day and 365 days per year to supply and deliver power poles to utilities. This has been demonstrated historically with staff delivering power poles on Christmas day after cyclone damage in North Queensland. Hardwood power poles are still desired and required by utilities across the Asia Pacific region and cannot be substituted with softwood or composite alternatives. Whilst these do have their place in the market, they do not have the same properties as Australian hardwood poles. Hardwood poles also are the most environmentally friendly option being a carbon positive product and continuing to sequester carbon even once decommissioned, unlike steel and concrete which are extremely environmentally poor options. Softwood poles do not have the same lifespan as hardwood options and a much larger pole is required to carry the same load which can often preclude their use, especially in metropolitan areas where underground services may also be present and hole sizes cannot be increased. Hardwood poles also allow the utilities flexibility with changes to layouts on site possible, whereas modifications to composite products compromise the engineering render the products unfit for service.

The remainder of our business is in the supply of hardwood timber products to the construction sector. Hardwood products are utilized in high strength, high durability areas of this sector and are environmentally superior to steel, concrete and plastic products. They are a sustainable alternative that actually capture carbon and are really the only way that we will achieve net zero targets.

Sustainably harvested hardwood timber generates much needed income to support fire management and maintenance of our native forests, and this helps provide areas which promote biodiversity and healthier cultural activities. These can coexist and with sustainable harvesting and not clear felling or deforestation, we will have a win-win situation for the environment, the economy and employment.

DTM Timber takes its ESG (Environmental, Social and Governance) responsibilities very seriously. Our business is founded on sustainable environmental credentials and philosophy and takes pride in, and highly values its staff members. We also are always cognizant of our impact and worth to the community on local, state and federal levels.

To this end, we are actively engaged with industry and government bodies to promote these practices. DTM contribute the Chair of Timber Queensland, The Chair of the Hardwood Committee of Timber Queensland, on the board of the Northern Australian Timber Hub, The Southern and Central Timber Hub, member of the Native Timber Advisory Panel, member of the Ministerial Roundtable for Minister Mark Furner, committee membership of the Timber Treatment Association, membership of the Forest Fit advisory panel, member of the Department of Premier and Cabinets Sustainable Timber Action Group just to name a few.

Dale & Meyers employ around 110 staff and approximately 50 contractors, who are employed under a strict recruitment and selection policy which promotes equal employment opportunities for the best possible candidates and ensures all processes are free from discrimination. There is an expectation that all employees will conduct themselves under the DTM Code of Conduct outlining the principles and guidance for the business, employees and contractors. Testament to staff satisfaction is probably best demonstrated by the length of service of many staff, with the longest serving current employee now having been with us for over 52 years!

We currently have approximately 9% of staff of ABTSI descent. We employ people of all ages, currently from 16 to 75 years of age, from all backgrounds, nationalities and religions.

DTM Timber strictly adhere to policies and practices in regard to sex discrimination, racial discrimination, disability discrimination, Indigenous inclusion and are actively involved in creation and promotion of programs to employ long term unemployed and school leavers. DTM Timber strongly support employing school-based trainees and/or trainees that are undertaking training via user choice funding and wish to employ employee graduates on the completion of the qualification or skill sets. We have many staff who have spent their whole career with our company and actively promote this ethos and are very happy to promote people from within to allow them to grow their careers whilst giving us a loyal employee. We have staff who have very low literacy levels and have left school with minimal success through to degree qualified positions. We employ a number of staff who had previously been long-term unemployed. We employ fully qualified and trained staff as well as offering apprenticeships and on-the-job training for several different roles. Whilst some of our staff have transferable skills such as mechanics, truck drivers and accountants, many of our staff have very industry specific occupations such as timber harvester, wood machinist, saw doctors, treatment plant operators who would find reemployment extremely difficult if not impossible should the industry be jeopardized. This is exacerbated further in regional towns. The business is very family oriented as being rurally based, many staff have been born and bred in the regions and many are second and third generation to the industry. A very high percentage of staff have families who depend on them and are mortgage holders. Being a large employer in regional Australia, we have many other businesses who depend on trade from us and our staff for their survival.

DTM Timber is also a contributor to the community through donations of money, material goods and staff to a range of groups and causes, as well as involvement on numerous boards and committees.

Proof of our compliance with and understanding of our obligations and chosen direction is demonstrated by our externally audited and awarded certifications

- Environmental Management Systems ISO 14001:2015
- Quality Management Systems ISO 9001:2015
- Safety Management Systems ISO 45001:2018

Part of our business strategy is a constant improvement model, and to this end, DTM Timber have just commenced a Sustainability Benchmarking Program across our sites using an external Government endorsed auditor recommended to us by Department of State Development, Infrastructure, Local Government and Planning in order to accurately map our carbon footprint and our waste emissions so we can map future progress. DTM Timber are currently entering the intermediary stage of a Biochar production program at one of our sites and the subsequent portion of this program will involve expansion of this capacity and also the generation of electricity from waste gases.

If this country is to have any chance at all of meeting housing targets set by state and federal governments, we will require hardwood timber.

If this country is to have any chance of meeting net zero targets, we will require hardwood timber.

If this country wants to “keep the lights on” we will require hardwood timber poles.

This industry is sustainable, it is environmentally sound, we are good corporate citizens with high levels of employment and social contributions.

Sustainably harvested native forests are proven to be healthier, have increased biodiversity and contribute much needed income to help maintain and grow into the future.

Volumes required to meet these targets and commitments are increasing, not decreasing. If we close or reduce our well managed industry in this country, we will force the importation of timber products from regions and countries that do not operate ethically as well do. The NIMBY mentality will not save our environment, quite the opposite.

Thank you for considering this important matter and I would welcome any questions or requests to visit our sites and harvest operations.

Ian Haines

General Manager



Incorporating

DTM Timber - Branch 95



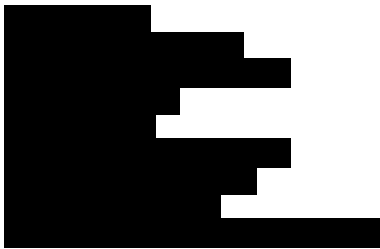
Organisation Name

Dale and Meyers Operations Pty Ltd

Principal Business Activity

Timber Harvesting, Sawmilling, Timber Treatment and Utility Pole Manufacture and logistics support.

Primary Address



Primary Website



Authorised Person - Mr Ian Haines

Position/Title - General Manager

