

THE SILVER BULLET

BY ROAD, BY RAIL, BY SEA. WE DELIVER



Hall's Wins Wero Competition - \$12,000 Donation To Kidscan



Kōanga Tamaki Makaurau



WERO, presented by Auckland University, is a campaign set up to accommodate those wanting to quit smoking. WERO is a part of the wider movement to make New Zealand smoke-free by 2025 (Ministry of Health). It is apparent that New Zealand has a significantly high population of smokers, especially with those with a Pacifica background. WERO is a uniquely formulated initiative to give people the best opportunity to quit the habit, as the next page explains.



From left to right: Hema Rihari, Dallas Ratima, Julie Chapman (KidsCan CEO), Alan Pearson (Hall's Managing Director), Fiona Jensen, Filisi Lavulo, Nigel de Vries, Tracey Kay (Hall's Group HR and H&S Manager), Lizzie Rankin and Brevis Wolframmm (WERO Auckland Regional Coordinator).

IN THIS ISSUE

Hall's Wins Wero Competition	1 - 2
From the CEO's Desk	3
Hall's new Staff	4
John Compton Retires	6
Shoaeb's IT role	6
Pig Hunter - Brian Bradley	6
Team Wenman Relay for Life	7
WARNING	
Vehicles Reversing	8
Driver's Quiz	9
Safety Observation forms	10
Hall's Group have introduced the 'Site Safety Star Rating System'	10
Managing Director's day in the truck	11
Anniversaries	12



Cheque presented to KidsCan

Each team consisted of 10 committed people. Our team at Hall's had 1 participant from Logistics (Hema Rihari), 2 from Intermodal (Nigel de Vries and Nina Reid), 1 from QSR (Dallas Ratima) and 5 participants from Spartan Rd (Fiona Jensen, Mike Fergusson, Neil Luaki, Billy Virtue-Johnson, Filisi Lavulo and Luwe Windl).

These individuals committed to weekly trainings and testing for 12 weeks and after all their efforts have come out on top in the local standings. Hall's has won the regional competition with 9 out of the 10 initial participants smoke-free! The team's success has led to a donation of \$12,000 to KidsCan, the charity of choice. The initial \$500 was a token to Hall's winning at the 4 week mark and then another \$500 at the 8 week mark. The final results at week 12 led to Hall's winning the competition overall; another \$5,000 to donate to a charity. Hall's generously offered to match dollar for dollar to support the team and their ambitions. Julie Chapman (CEO of KidsCan) graciously accepted the 4 cheques made out for her charity as she explained how far this money can go to the thousands of kids who are assisted by the efforts of KidsCan. A proud moment for Hall's.

Congratulations to the team, an outstanding achievement as individuals and as a unit. Here's to hoping this group of committed people can inspire others to strive for their goals with their health, wellbeing and for the general greater good.



Julie Chapman (KidsCan CEO) and Alan Pearson (Hall's Managing Director)



FROM THE CEO'S DESK

ALAN PEARSON
CHIEF EXECUTIVE

"Hall's continues to thrive and we feel confident about our future and potential."

I have to say it has been one of the best summers I have ever experienced in terms of sunshine hours, sea conditions and good times and New Zealand continues to inspire me and many others with its beauty and outdoor offerings. Winter is around the corner and with it opportunities for skiing, playing or watching rugby, netball, soccer, hockey and other sports abound. There are exciting eateries opening up all over the country and diverse arts programmes and festivals are attracting wonderful followings. The food is fresh and we are lucky to live in a country that is able to grow and graze such a variety. We do need some rain though, as many of you will have seen the dry, brown farmland that stretches across our country. This makes for challenging farming conditions for our farmers which will eventually be felt by all New Zealanders.

The prevailing dry conditions have forced farmers to sell livestock earlier than desired for the commercial pragmatism of feed costs versus eventual sale value of livestock. With all regions experiencing this situation there has been a rush on meat companies to process livestock which is keeping both the processing firms and Hall's extremely busy. This phenomenon will compress the season and we will eventually reach a point where farmers will only preserve a minimum breeding stock level. If farmers are forced to retain stock, the meat season will slow down markedly.

Milk production and crop yields might also be negatively affected by the dry weather spell which will also have a flow-on effect on our economy.

Overall the New Zealand economy is strong; however, there are a few head winds that we need to position ourselves for. Our largest trading partner, Australia, is entering a tough economic cycle which will have repercussions for New Zealand. Where, how and to what degree is not entirely known and could range from reduced tourism from Australia through to a lower demand for New Zealand products. We are beginning to witness the economic slowdown in Australia through the strong New Zealand Dollar exchange rate with the Australian Dollar and the return of New Zealanders living in Australia as jobs over the Tasman become more difficult to secure. From my point of view this is good news for New Zealand, we need workers, but immigration and migration is adding pressure on Auckland and Christchurch house prices, making it very difficult for young people trying to buy their first home.

I recently spoke at the New Zealand Initiative annual members retreat about the New Zealand Logistics Industry. One central theme of my presentation was the need for more truck drivers and how our training structures need to change in order to allow younger people to follow this career path. Currently drivers have to be over twenty one years of age to gain a Class 5 licence and as an industry we are losing school leavers to other trades and vocations due to this requirement. This rule seems incongruous, when for example, I flew solo in a plane at Ardmore and was followed by another solo pilot who was only 15 years of age. It is legal to fly an airplane around Auckland close to the international flight path at 15 but you cannot drive a heavy truck until you are 21. Also at 18 years, a person can vote, drink alcohol and join the forces. I believe change is needed that allows the heavy transport industry to offer a career path in driving to our young people leaving school.

Hall's continues to thrive and we feel confident about our future and potential. With regard to Safety we have made tremendous progress and improvement, however, there are still people who need to improve their safety effort and attitude. We are all collectively responsible and need to support each other to continually improve in this area. Every day must be a safety conscious day.

If I haven't caught up with you yet to wish you a happy and safe 2015, then I wish you this sincerely now.

Alan Pearson,
Chief Executive Officer

STAFF NEWS

Hall's new Staff

Blair Wilkinson

After leaving high school, Blair worked part time devanning and loading containers whilst studying tourism and management. At 17 Blair received an opportunity to partake in a logistic cadetship at P&O. This saw him moving around different sections and roles within the company, helping manage teams ranging from 5-100 employees over a 10 year period both within New Zealand and Australia, and helped him build an extensive background and knowledge in the logistic industry.

Hall's Logistics is lucky to have Blair as the new Auckland Operations Manager at Halls Logistics, with 13 years experiences and having the knowledge of a business from the floor up, Blair is a key asset to Hall's Logistics. Blair has taken on the new opportunity with huge enthusiasm, and in the short term wants to create a strong and solid structure and culture at Hall's Logistics. In the long term Blair wants to further his knowledge in the business and gain a wider range of skills in different sectors of including both transport and finance.

Blair recently got engaged to his beautiful fiancée, Frances, and they have also bought their first home together. They spend most of their spare time on renovations. When he is not renovating, Blair enjoys snowboarding, boxing, MMA, cars and league, being a huge Canterbury Bulldog fan. Blair is looking forward to finishing the renovations, and heading down to Wanaka for the snowboarding season with his fiancée.

Blair is a great addition to Hall's Logistics, bringing with him a wealth of knowledge and experience.

Kevin Tracey

The Hall's Group is pleased to announce the appointment of Kevin Tracey as the National Operations Manager at Hall's Logistics. He brings with him 16 years of experience from the Chilled and Frozen FMCG Industry, including 13 years managing Distribution Centres for Americold Logistics. Prior to this role Kevin was the Project Manager for Halls Group, with 4 months working in the Logistics Division implementing the start up of the Restaurant Brands account in the South Island.

The part I enjoy the most about this new role is working with new leaders at all levels and seeing them through to achieve their full potential. My future work goal is to help affect positive change within the Logistics business and build a self sustaining team. On a personal level one of my future goals is competing in the Man Of The Year Competition held in Las Vegas in 2018.

Kevin and his footballer wife have been married for 21 years and have three teenage children, Conor, Caitlin and Finn. Kevin describes his house as a hotel which accommodates his three teenagers and all their friends. In his spare time Kevin enjoys spending time with his family, and listening to music of all genres – including playing his collection of vinyl records. He also hobbles out to play a couple of games of football a year and is still an active coach.

Everybody that knows Kevin will know that he is passionate about football, and he shares this passion with his family who have all been brainwashed as dedicated Manchester United fans just as he was when he was young.

Kevin is a great addition to Hall's Logistics, bringing with him a wealth of knowledge and experience.





Dylan-Jane Chaplin

My name is Dylan-Jane Chaplin and I have recently completed a Bachelor of Commerce at the University of Auckland, majoring in Marketing and Operations and Supply Chain Management. I am passionate about Operation and Supply Chain Management because it is my belief that logistics are the building block to any company and a successful logistic manner creates a successful company.

I'm one of the new Logistic Analyst graduates, which means I am involved with the growth of the company. One of the job aspects I like the most is that there is endless potential and opportunity to create differences, of any scale. It is overwhelming looking at the big picture, but exciting when you get stuck into it. Through working at Hall's I would like to gain practical experience and be able to apply the theories which I have learnt to real life scenarios. So far working at Hall's I have learnt a lot about how transport businesses operate and the importance of having a positive working culture.

In my spare time I enjoy spending time with friends and family, cars, watching movies, photography, travelling, exploring new places, and trying new things. This year my New Year's resolution was to be more adventurous and my biggest achievement to date is doing the Sky walk around the top of the Sky Tower. By the end of this year I would like to have achieved a lot more, including walking up Rangitoto, become a competent sailor, and attend a wine tasting course.

I am looking forward to working for Hall's Group, and making a difference

Luke Burgess

Hi all I'm Luke Burgess and I have recently joined Hall's as a new graduate in January. I'm rapt to be given this opportunity to travel around the different departments of the business and get a taste of all of them. It's extremely beneficial to be able to learn the business from the ground up and give myself some background knowledge before delving in to helping out the team. In particular I am currently enjoying the opportunity to be working with the team at Hall's Logistics in East Tamaki.

I have joined Hall's having graduated Auckland University with a Bachelor of Commerce, double majoring in Marketing and Management. I am also into various activities outside of work including rugby and fishing. I currently play rugby for Auckland Marist under 85kg even though I'm a Counties Manukau man at heart. I try to get out fishing regularly however Auckland weather can often make this a challenge as I'm sure everyone who lives in Auckland knows.

I'm excited about the future opportunities which await me at the company and I plan to give my best to ensure that Hall's continues to thrive and grow as a business.



Maurice Clarkson and Lizzie Rankin

Lizzie Rankin

Having completed a Bachelor of Science majoring in Geography and specialising in Environmental Science, it was a pleasure to have the opportunity to come into Hall's to experience the world of health and safety.

Although a challenge, it has been more than rewarding having been immersed into a wide range of projects; meeting a number of people along the way. Being in the HR department, working alongside different work types in the business has been an interesting and a motivating journey. Milkflow, palletized work, foodcaps, pig handling, paperwork... the list goes on. There is no lack of diversity around here!

I am eternally grateful for this last year; the experiences have been of great value and I am excited to continue in this role to see further developments.

I would like to give a personal thanks to all that have endured my questioning and those who have shown me guidance; Drivers, Storemen, Managers and the HR team. Your cooperation and insight into your respected fields have been more than helpful and I endeavour to assist, where I can, into making this place of work a more positive and safe environment.

John Compton Retires

Well after 20 years John Compton has finally retired from Hall's in order to pursue life from a new perspective. John's final role with Hall's was Quality Assurance Manager, a role he has successfully handed over to Grant Glover over the past 12 months in readiness to his retirement, however John has had many different roles while at Hall's. Some have been within his experience such as Property, others simply to get in and help especially in the early days when Hall's was small and young.

To say Hall's is losing one of its characters would be an understatement. John is the epitome of a positive person who always has a smile on his dial and something favourable to

say about all things in life. His warm and friendly disposition was always welcome around Hall's even among those who new that they would receive his constructive feedback where our quality procedure and systems were not adhered too.

John has always been a strong family man and has built up many friends at work, customers, suppliers and through his many social circles. Normally one would write that he would be missed however despite his retirement he is back at Hall's at odd times doing consulting work therefore I believe we will still see John around at odd times.

All the best John from the Silver Bullet.



Brian McKechnie and John Compton at one of John's many farewell functions.



Staff enjoying John's farewell drinks



Shoaeb's IT role

Shoaeb Mohammed, seen here checking IT equipment on a reach truck, is our new Technical Support Engineer. Shoaeb started with Hall's in October last year to replace the Spark engineer who provided services for three half days per week.

With 50% of our IT users being based in Auckland, and ever increasing demand for IT services for day-to-day activities and projects, the time was right to move this capability into our business. Shoaeb is based at Head Office, and his tasks are assigned to him through the Support team so existing contact details should still be used. Outside of work, Shoaeb is keen on cricket, travelling/visiting new places, as well as gadgets and technology.

Welcome aboard Shoaeb!

Pig Hunter - Brian Bradley

Just when you think you know someone something turns up that completely flattens you in terms of your past perception and stereotyping of an individual. Brian Bradley; Blenheim Manager, is one such example. This is the man who is quiet and unassuming. He leads a depot that wins the Quality and Safety Awards within Hall's. He is well regarded and respected among his peers and customers alike for his level headed and reserved disposition.

The image on the right simply does not match the person the Silver Bullet knows or thought they knew, however this has now changed now that he is a media personality.



Team Wenman Relay for Life

The annual Palmerston North Relay for Life was held on the weekend of 7th and 8th March 2015.

The "Relay for Life" event is a major fundraiser for the Cancer Society and it consists of teams walking or running around a circuit at Massey University in non-stop for 24 hours.

Almost everybody that participates in this event has been affected by cancer in some way, either directly or indirectly. The members of Team Wenman are no exception to this, and see this event as a means of contributing to the fight against cancer so that all may benefit from it.

This year Team Wenman raised \$7200 and in the 14 years that we have been participating, have raised over \$40,000. This year's event raised a total of \$329,000, this figure is expected to grow considerably once final donations are received.

The "highlight" of this year's event was the atrocious weather that hit Palmerston North on the Saturday afternoon and again during the night of the event. The track was turned into a bog and many teams either had their tents and pergolas blown down by the wind or had to dismantle them to avoid this happening. The event however, went on regardless, which showed the dedication to the fundraising event of those taking part.

Many thanks to Hall's Group, from Team Wenman for their generosity in supporting this event.





Nationwide, one of the most common accidents that cause damage to vehicles (both company and private) and property is the one that happens while reversing. Occasionally people may be injured and in rare cases (often children) killed.

Generally, the outcome of a reversing crash is an expensive repair and an inconvenience for operations.

The following are some tips to help minimise the risk of hitting a person or object while reversing:

Before reversing

- Make sure that all is clear around you. If necessary get out and check. Look for all hazards including those that may be overhead.
- If necessary walk the area you are reversing into. Excellent idea if it's your first time at that site.
- Use caution and reverse no further than you have to.
- Ensure mirrors are correctly adjusted to maximise visibility. (If you adjust them from your normal driving setting, don't forget to readjust them prior to driving off again)
- Can you look at your vehicles reflection in a shop front window to check what is behind you?
- Use a guide if necessary. Make sure the guide is standing where you can see them and that you both agree on the hand signals to be used BEFORE you start.
- Consider reversing up a narrow driveway. It will be easier when leaving to see pedestrians, other traffic and obstacles.

When reversing

- Remember that images in the mirrors are reversed. Convex (or cone) mirrors give a wider view but make things look further away.
- Travel slowly (turtle speed).
- Remember front-end swing when turning.
- If in doubt get out and have a look after engaging the park brake.
- Be prepared to "have another go." If it doesn't line up first time, carefully move forward and start again.
- Avoid hard bumping into loading docks. As well as damaging the rear of the unit, it can cause the gearbox main-shaft to twist or fracture.
- Moving vehicles (including forklifts and public cars) as well as moving people pose a serious risk, never assume where they are going. If you ever lose sight of a vehicle or pedestrian then stop and do not continue until you can see that the other person/vehicle is in a safe position.

Pedestrians and those acting as Guides

When near any vehicle that is manoeuvring/reversing, please be safe by:

- Being aware that Drivers of trucks have large blind spots behind and at the sides of their vehicles.
- Not walking behind any reversing vehicle.
- Ensuring that the driver knows you are there BEFORE attempting to walk past the vehicle.
- Before guiding, making sure you both understand the directions/hand signals to be used.
- Maintain a line of sight with the driver.
- Not allowing your attention to be distracted.
- Warning other pedestrians that may move into the danger areas and signalling the driver to STOP!

DRIVER'S QUIZ

Drive Safe - Reverse Safe - Work Safe - Report Unsafe

You've opened the doors and guiding a unit back where do you "stand"

1. Blind Side 2. Driver Side 3. Behind the unit

When giving instruction on trailer reversing what and where should you be? (Circle all correct answers)

1. Standing on the steps 2. Level with drivers door 3. Approach when stopped.
4. Blind side 5. On the dock 6. Passenger seat

When reversing and you become unsure of your surroundings "you"

1. Keep reversing until you feel a bump?
2. Check the mirrors and hope for the best?
3. Stop / Get out / Check / Confirm

"Tim" is getting the doors for you; your next action is to?

Stop / Select Neutral / Apply park brake / Confirm Bob is clear before reversing

T F

An unattended truck out of gear on flat ground with the park brake off is a safe truck

T F

Mirrors should be adjusted / set / and cleaned before departure

T F

Reversing in to a narrow drive is better than reversing out

T F

When an Incident / Accident or Near Miss occurs what must be completed?

1. Nothing 2. Defect Form 3. Incident Report form 4. Time sheet

When should you complete this form?

1. ASAP 2. Within a month 3. Never 4. When reminded

What should I report? (Circle all correct answers)

1. Injuries 2. Damage 3. Near Miss 4. UFO siting 5. Accident 6. Unwashed vehicle

DISTRACTION can cause you harm and injury but we can also turn it into other words. I see 28 can you get 30?

Staff when injured at work and require medical treatment must take an INJURY KIT to the doctor. T F

Where would you find an **INJURY KIT** _____ Don't Know? Please ask if unsure.

HEALTH AND SAFETY

Safety Observation forms

As part of the group's Health & Safety lead indicators and at the request of the Hall's Group Director's, a Safety Observation process has been rolled out. In essence this process is to encourage the Hall's Group Director's and Executive's to be visible in the business, and to have a tool to capture and identify some of the fundamentals of our safety practices. More importantly though, it allows our staff the opportunity to communicate directly with the Board of Director's. We will collate and report on this each month.



Hall's Group have introduced the 'Site Safety Star Rating System'



Each of the 18 sites is audited every 3 months and scored against comprehensive measures including procedures, equipment, training etc. The scoring allocated is weighted depending on the importance or significance of the issue under review.

We anticipate that many of the scores will be vastly improved upon as awareness is raised across the board. At the end of 12 months each depot will be issued with a plaque with their 'Hall's Star Safety Rating'. There will be a prize for the best performing depots (large and small). At the end of the day it is about our people and ensuring they go home safe each day, the safety knowledge growth, and the winding journey of safety.



Managing Director's day in the truck

It doesn't happen as often as he would like, however, Hall's' Managing Director, Alan Pearson spent a day with Doug Law delivering and picking up customer product in and around Auckland. The Silver Bullet asked Alan how was the experience?

"Very successful because in Management you often get caught up in the corporate side of your business and lose touch with what your business is unless you make the time to participate in days like this. I am not suggesting that the corporate work load is not important, as it is vital. This is where strategic plans are created, key actions assigned, customer deals are completed and key supply arrangements dealt with, along with a wide range of other tasks from Safety to Board Governance. It's just that at the end of the day, what we do is transport, store, and product pick and provide a complete logistics service to our customers and this is our business. So spending time doing this is refreshing and absolutely educational. Craig Madill does this on many occasions over the summer peak load by driving line haul and I believe this adds a tremendous amount of value to the company."

The Silver Bullet asked what the educational aspects were?

"Hall's has invested large sums of money and resources in Technology and Safety as we believe these two aspects are key to our point of competitive advantage. Spending a day with Doug allowed me to see what processes and systems are in place to support Doug to complete his tasks in the most efficient and effective manner. Add to this the safety observations made throughout the experience."

[SB] Do you plan to complete more days like this?

"Absolutely, however, possibly in another region where I would like to experience a metro service run as there are more customer touch points over the day compared with a line haul run."

The SB staff will stay close to this one and include future stories as they occur.



Alan Pearson stretch wrapping cartons, picked up and placed on a pallet at a customer - ready to begin its journey to the end destination



Doug Law inspecting the quality of the work

Staff Anniversaries

FIVE YEARS	TEN YEARS	TWENTY YEARS
Lance Jonasen	Patricia Devlyn	Phil Lane
James Stevens	Blair Wakely	
Rex Calver	David Wan	
Monica Bhagirath	Tau Te Awa	
Nevil Van Der Heyden	Adam Mckay	
Myles Hill		

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How Would You Like to Receive the Silver Bullet?

As part of our Sustainability initiatives, our customers and suppliers can now receive the Silver Bullet Newsletter by email. If you would like to be included on our email list, please send an email to Jacqueline.Busca@halls.co.nz