



Message from Management



Paul Fleiszig

Operations & Marketing Director

In last year’s newsletter, we noted that 2015 had been a challenging year for our business. 2016 has been even more challenging and we expect next year to be more difficult again. With the arrival of a new competitor from overseas, we have seen market rates being reduced dramatically in some sectors. Unfortunately, we will be losing three of our major customers over the next 18 months. We have started the process of replacing these customers and to this point have been moderately successful.

As cold storage rates remain under pressure, we must look at reducing our costs. We need to continue to look at our work practices and invest in technology to drive down our cost to serve. Despite the pressure on rates, we need to continue to deliver the very high level of service our customers have been accustomed to receiving. We would like to thank our Store Managers, Supervisors and staff who continue to provide our customers exceptional service. As business becomes harder and our customers transition, we will all need to work together to get through this difficult time.

On a positive note, we have continued to service and grow our business with Devondale Murray Goulburn (DMG). Towards the end of last year, we started looking after DMG’s frozen butter work. This has continued successfully throughout the year. Two months ago, we started looking after DMG’s food service requirements. This was done very quickly with very limited time to set up the store, computer links and staff the store. We did this all in three weeks before going live. Although we still have challenges with this project, given the constraints we encountered, it has been an extremely successful start-up. Well done to all involved. I am sure we will all work hard to get over the challenges ahead.

We started to look after Parmalat’s yogurt requirements when they purchased the yogurt business from Fonterra earlier this year. Parmalat has continued to consolidate its Victorian refrigerated warehousing requirement with us. Some of this has been quite challenging. Having the latest part of the consolidation happening at the same time as the DMG food service take on has been a difficult task as it has stretched our resources. The team is now getting on top of our internal issues and will continue to drive efficiencies for both our client and ourselves. Again we would like to thank all involved.

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We have also started looking after Rivalea’s pork business earlier this year. This was an extremely successful transition and we thank the entire team in Hume Rd for their hard work.

We also started doing work for General Mills, Bovogen Biologicals, Core Powerfoods and have taken on increased volumes for Simplot & Tibaldi. Well done to all who took on this work seamlessly.

Our export lamb & beef business has been extremely quiet this year. This business tends to be cyclical and we are currently going through a dip in that cycle. We would expect this to turn around in future years as farmers rebuild their herds and the price of livestock goes down.

We have nearly 100 customers on our site which we have continued to service at an extremely high level. It is a credit to all our staff that we are able to provide such a high level of service despite the complexity and constant changing requirements of the Australian Cold Chain. Well done to all.



One of the most important initiatives we have embarked on this year has been our Automated Guided Vehicle (AGV’s) pilot in Freezer No.10. The AGV’s are basically driverless forklifts. This is cutting edge technology. We are the first cold store in Australia to use this technology. Our implementation team has had to develop work practices and software solutions to overcome the many issues we have encountered as we rolled out the AGV’s. We recently went live with this project. Mark Fleiszig and the IT team led by Anthony Walshe have been instrumental in rolling this out.

We also thank Frank Verzaci and the maintenance team and Craig Russell for all their hard work getting us to this stage.

Justin Anderson and his team at Radio Terminal Systems (RTS) have continued to roll out the wireless infrastructure and associated equipment throughout the PFD network. The coming year will be a year focused on driving new business for RTS.

With this in mind we have hired Klaus Mikkelsen as our new Business Development Manager. Klaus has hit the ground running and has already started to generate new sales with many more in the pipeline.

Management would like to thank all our staff for their effort and loyalty which has helped provide great service to our clients. Our best wishes are extended to all staff and their families. The Fleiszig and Stern family wish everybody a safe, healthy and happy festive season.

Merry Christmas



Management from L-R: Luis Fleiszig, Gabor Fleiszig, Gabor Hilton, Mark Fleiszig, Dezso Stern, Paul Fleiszig, Steven Fleiszig and Rodney Fleiszig

Message from Radio Terminal Systems



“RTS continues to be the sole designer and manufacturer of data capture products in Australia. The NEW G6 CPU board is expected to release in the first quarter of 2017. The new technology boasts a powerful dual core processor and also supports Bluetooth devices. The RTS full suite of data capture products and associated services proudly continue to support many iconic Australian-based businesses.

2016 saw the appointment of Klaus Mikkelsen as RTS’s new Business Development Manager. Klaus has had many years of experience in both the data capture industry and business development. We warmly welcome Klaus to the RTS family and we look forward to a long and fruitful relationship with him.

We look forward to success and growth in 2017. With many of the stars starting to align, it should be an exciting year for the business.

“I would like to take this opportunity to thank all the RTS staff for their efforts over 2016. I wish you and your families all the best over the holiday season and a healthy and prosperous 2017.” ... **Justin Anderson** (General Manager)

WINNERS GO WILD



Dohertys Road Duplication Finally Funded!

It's been a 25-year wait and finally some good news for Dohertys Road commuters. The State Government has committed **\$50.1 million** to duplicate the remaining section between Fitzgerald Road and Grieve Parade.



(L-R) Gabor Fleiszig, Michael Lees, Telmo Languillar MP, Glenn Goodfellow, Bob Fairclough, Jacqueline Brotherton, Garry Cahoon, Blaga Talevski, Rodney Fleiszig, Wahi Ahmady

The Government announced in the Victorian Budget 2016/17 a commitment to upgrade Dohertys Road, between Fitzgerald Road and Grieve Parade. The upgrade will involve duplication of the road, increase in the number of lanes from two to four, as well as a new bridge over the Princes Freeway, two new signalised intersections, three new roundabouts and a 2.3 kilometre pedestrian and bicycle path along the south side of Dohertys Road, connecting Federation Trail to Grieve Parade.

Dohertys Road is one of the major east-west routes in one of Melbourne's busiest industrial precincts. Strategically located close to the Port of Melbourne, the Western Ring Road, the Princes Freeway, Melbourne Airport and the Port of Geelong, the precinct has grown over the past 10 years to become one of the most significant logistics and distribution centres in Australia.

The **WILD (Wyndham Industrial Liaison and Development) Committee** has been lobbying the State Government and VicRoads for improvements to Dohertys Road for a number of years without result. Money was available for the project almost 20 years ago, however, it was used elsewhere to pay for work on the other projects. This recent funding announcement will ensure western suburbs' workers and residents will spend less time stuck in traffic and more importantly, boost safety on Dohertys Road with large trucks accessing commercial and industrial properties.

Vale: Garry Cahoon
Co-Chair of WILD

Garry Cahoon, who passed away in July 2016, was an active member of the community and through his significant work with the Wyndham Industrial Liaison and Development Committee and the Wyndham Transport Advisory Committee, he was a strong advocate for business and the need for important infrastructure upgrades. His efforts, along with many others in delivering on the upgrade of Dohertys Road and other Laverton North projects, were very significant.

He will be missed by his family, many friends and colleagues as well as the many people who looked to Garry for support and guidance.



Are you a woman aged 50 years or over?

Have you had a breast screen within the last two years?

BreastScreen Victoria offers free breast screens for women aged 50 and over.

The closest clinic is located at
77 Paisley Street, Footscray.

Why not get a group of female colleagues together and go during your lunch break or after work?

- 👥 A breast screen takes 10 minutes every two years and is with a woman
- 👥 1 in 8 women will get breast cancer
- 👥 Most women diagnosed are over 50
- 👥 Early detection gives women the best chance of successful treatment and recovery
- 👥

Book at breastscreen.org.au or call 13 20 50



BreastScreen saves lives
www.breastscreen.org.au 13 20 50

AGV REVIEW:

THE OXFORD COLD STORAGE TRIAL

An Edited Extract from ATN Magazine By: Ricky French

In what is claimed as a global first, Oxford is piloting a system of Automated Guided Vehicles (AGV's) in a third-party temperature controlled environment to ensure accuracy, improve safety standards and allow for 24-hour operation, delivering significant competitive advantage.

Working with NDC, which has recently been acquired by the Belgium-headquartered Dematic, Oxford Cold Storage management's decision to trial AGV's stemmed from the reality of constant cost pressures.

With retailers like Coles and Woolworths dropping prices for their consumers, flow-on austerity down the chain means tighter margins for 3PL companies like Oxford Cold Storage.

With their eyes always on the future, the Fleiszig family realised savings would have to be long-term.

Automation is traditionally a 'ground up' project. Instead of building a fully automated warehouse – which might cost you in the ballpark of \$100 million – Oxford are putting AGVs into an existing warehouse. With that comes a few challenges. Every inch of the work space needs to be surveyed, mapped and digitised.

The type of AGVs being used here work by laser-guidance. A laser scanner on the top of the AGV measures angles and distances to reflectors mounted on the walls and on the racking. The vehicle then triangulates where it is in the warehouse and moves to its programmed position accordingly, with an accuracy of +/- 5.0mm.

There are strict requirements for the cleanliness and condition of the floors and racking. The pallets must be in excellent condition, free of any protruding nails, rubbish and overhang, so as not to confuse the AGV sensors. Being a 3PL Oxford has little control over what they receive. It's the exceptions that cause problems with automation. Manual operation to handle exceptions will have to be adapted to dealing with using the AGVs.

Oxford Cold Storage is different in that it runs its own warehouse management software, rather than a third party system. So, establishing clear lines of communications between the Oxford Cold Storage WMS and the AGVs' software has been an essential part of getting the whole system running. The aim is to drive the systems through the in-house WMS only, to maintain consistency and avoid having to re-train operators on using new software.

"We interface with the AGV systems," Mark Fleiszig says. "The conveyor system interfaces with the AGV system, then you've got our WMS that interfaces with both systems."

There's something a bit otherworldly about entering the super-chilled warehouse, home of the futuristic AGVs. It's like you've landed on the frozen planet of Hoth and are about to inspect the new acquisitions of the Rebel Alliance.

The five AGVs stand in an orderly line upon their chargers, their laser scanners obediently spinning like air traffic control radars. The AGV's are designed specifically for the requirements of this warehouse. They are big machines: 3825mm high and 2560mm long, and weighing a massive 5800kgs each. With big size comes big capabilities. They can lift to more than nine metres.

The challenge is that you are essentially dealing with robots that do not have common sense, so the set-up phase is likely to be long and painstaking, followed by an inevitable period of troubleshooting. Nonetheless, Mark says he is hoping their investment will pay off within three years.

By stress testing the system in an isolated environment that won't cause disruptions to the usual operations, they hope to learn exactly what AGVs are capable of and what the future holds for automated logistic solutions.

"A key priority for us is staying ahead of the logistics technology curve through continuous improvement across warehouse operations. Our R&D team is responsible for ensuring we exceed national and international regulations, meeting the increased need for 'paddock to plate' tracing while delivering the best possible service for our customers," Mark said.



Pallet picked and ready to put away (left), the AGV expertly placing the pallet on the racking.

Automation Guiding the Future

"In 2012, I was approached by Frank Paola who suggested I have a look at a video where warehouse machinery operated autonomously. After looking at the footage, I decided to invite the advertising company named NDC to Oxford. This was the start of a conversation that has ultimately led to us introducing their automated reach forklifts to our stores.

Six members of management went to Sydney to see how the system operated at their test site. We were persuaded that, with modifications, we could use the equipment.

We have now purchased five units with the knowledge this will radically transform the way we work. The units are now operational and are being fine-tuned.

We are leaders in introducing this technology to the cold storage industry and will continue to look at ways to improve the efficiency of our business. In retrospect, we really had no choice but to embrace the automation path. The great wave of automation and artificial intelligence has arrived. We intend to ride it to success."... **Rodney Fleiszig**



L-R: Rodney Fleiszig with Tom Ekloff, Head of NDC

Ladies who lunch



On 3/12/2016, the inaugural Oxford Ladies Christmas lunch was held. The lunch was organized by Maggie Montagnese (OH&S) so the ladies could meet and get to know each other as they do not get to interact because of different stores and shifts.

Thirteen of twenty-four attended and a great time was had by all those who did. There were Kris Kringle gifts and lucky number prizes so a lovely way to get to know your co-workers.



This event is now planned to be held annually and is sure to be a fabulous event each year.



WorkCover at its best



On 7/9/16, **Stephen Poaru** sustained a lost time injury at work in #13B store AM shift.

Approaching a pallet, he misjudged and hit the spacer between the pallet which unbalanced him and caused him to fall from his transporter.



His left leg was crushed between the pallet transporter and the rack, sustaining two fractures on his left Tibia.

Stephen was unfit for any duties for the next 8 weeks. However, his Store Manager and workmates were eager for Stephen to resume work and showed their support by regularly keeping in touch.

Stephen continued to push himself, following all instructions from doctors and physios and on 14/11/16, he returned to light duties, increasing his weekly restricted hours until reaching full 8 hours/day. Because of his willingness to return to work, he was given the green light to trial normal duties for two weeks and should be returning to full time soon.

Stephen's quick recovery was not only due to his willingness to return to work but to the support from his manager, Shane Allen, and his workmates.

Congratulations

NOEL TAVENDALE

40 years with Oxford: 12/5/76 - 12/5/16



Dezso Stern, Noel, Luis and Rodney Fleiszig

Noel commenced at Pipe Road in 1976 and until 2015, his role was as Manager in #F11A and #F11B, overseeing 100+ employees. Noel now manages Oxford's newest facility at William Angliss Drive, overseeing all operations. Oxford thanks Noel for his exceptional dedication and loyalty and wishes him many more years of service with the company.



Raymond Brown, Supervisor from #10, participated in **MOVEMBER** this year and raised a fantastic amount of \$1,000.00.

Well done Ray!



MOVEMBER

GROW IT. SHOW IT. SUPPORT IT.



Oxford's Biggest Loser

Glen Hakainsson



This year we decided to put out a challenge to Oxford employees who wanted to shed a few kilos.

In March the challenge began. The biggest loser ran for three months ending in June. Each person was weighed and their measurements were taken. Weigh-ins were done weekly and measurements were done monthly.

Adrian Cole from *No Limit Functional Fitness* was hired as a personal trainer, he also provided them with a simple food plan which they could use for advance planning to save them time.

Another incentive to keep them focused was each week when they weighed in they had to lose some sort of weight or pay a fee. Adrian met the contenders once a week at a gym where he put them to some grueling exercises. He also catered to those who had pre-existing injuries so that they still reaped the benefits.

After making some small changes to their lifestyle, they soon started to reap the rewards.

1st Place - **Glen Hakainsson**,
2nd Place - **Admond Khoshaba**, 3rd Place - **Orhan Aliloski**

Oxford Cold Storage

welcomes Awin Antony



"The best Christmas present ever...."

".....I mean, of course, the offer of employment I received from Oxford on 22/12/2015 requiring me to start in the new year. Having just moved to Australia a couple of months back and eagerly looking for a break, there could be no news sweeter.

In another life, I was in Mumbai, India, working as Health and Safety Officer with Schindler Lifts and Escalators. At Schindler, as part of the Infrastructure and High Rise Division, I was involved in projects like Mumbai International Airport, Mumbai Metro Rail and Mumbai Monorail. I was also responsible for the coordination of the country-wide safety team of 20.

Things have been going from good to great this year as Sherin (my wife) and I were blessed with a daughter (Christine) in April. Although Christine is giving us some pain in the sleep and spare time agenda, we are enjoying all that is on offer in Melbourne."

BRIDGES HAVE RIGHT OF WAY

Aisles are designed as a work area to pick and put pallets away.

Bridges have been designed as your thoroughfare.



When travelling through bridges, proceed with **caution**.

Remember Reach Trucks have blind spots and they might not see you in time.



When you reach the **T**-intersection of a **BRIDGE** or **aisle STOP**.

Give way to any mobile equipment on your left or right. Enter only if it's clear and safe



When travelling down the aisle slow down and **GIVEWAY** to **BRIDGE** traffic.

SHOWING THE RIGHT OF WAY

2016 proved to be challenging yet again, the OHS committee has become a strong pro-active committee bringing safety concerns to the table and brainstorming ideas to improve the site's safety.

One of the challenges brought to the table was who has right of way when travelling down an aisle or a bridge.

In some stores, the bridge had right of way and in other stores the aisles had right of way. This proved that there was confusion between the mobile plant operators especially when assigned to help at another store.

After many discussions and investigation, it was agreed that there should be a uniformed rule.

The OHS committee put it to a vote and the majority won. The poster was developed 'Bridges Have Right of Way' and a toolbox meeting conducted in all stores.

'Bridges Have Right of Way'

OFFSPRING

Ava, born 20/7/16,
daughter of
Mimi and
Phi Lam
#13B



Mishka, born 5/8/16
daughter of Devika &
Deven Gujarati #12A
with big brother
Vihaan



Shadab, born 17/3/16
son of Fouzan Gouhar
& Shabaz Syed
#12A



Abri, born 19/3/16
daughter of
Ilham Hassen &
Mohamed
Naghar
#11B



Max, 23/4/16
first grandson for
Greg &
Maree Lucas
Hume Rd



Carter, born 14/9/16
Grandson of Rosa &
Joe Kanzamar
Hume Rd



Christine, born 12/2/16
daughter of
Awin &
Sherin Antony
Hume Rd



Evelyn, born 13/10/16
daughter of
Vivienne
& Phi Doan
with big sister
Emily
#F11C



Mihir, born 23/11/16
son of Purti &
Vikesh
Rajdev.
Hume Rd
with older
brother Ansh



Oxford Staff - Years of Service 2016

We acknowledge the valuable contribution of staff who have achieved service milestones!!

Over 40 Years

Gabor Hilton	42
Noel Tavendale	40

Over 30 Years

Blaga Talevski	36
Joe Kanzamar	34
Lidiya Vidanoski	33
Ian Jukes	32

Over 25 Years

Darren Giacobbe	28
Anita Talevski	26
Marek Glowicki	26
Sitiveni Fa	26

Over 20 Years

Nick Giacobbe	24
Ryszard Karczewski	22
Rod Beckham	22
Tolly Charewicz	22
Joe Abdulofski	21
Andrzej Sobkowicz	21
Lupce Petroski	20
Neso Vidakovic	20
Julius Tui	20
Sam Fastuca	20

Over 15 Years

Mauro Selva	19
Mario Manibo	18
Nizami Redzepi	18
Les Gulan	18
Edith Wood	17
Cvetko Stojcevski	17
Ivan Paotama	17
Joven Adonis	17
Jason Kaa	17
Lirim Abazi	17
Peter Browne	17
Adam Frankiewicz	16
Fred Paotama	16
Robert Nyssen	16
Van Dinh Ngo	16

Neil Campbell	16
Syd Cassidy	16
Geoff Aquilina	16
James Muscat	16
Zoltan Denes	15
Paula Sita	15
Steven Toth	15

Over 10 Years

Jose Hernandez	14
Tiriamate Teokotai	14
Slobode Vidanoski	14
Jason Pallpratt	13
Ted Charewicz	13
Turan Ademi	13
Matt Remuera	13
Tom Wilson	13
George Opasik	13
Bradley Johnston	12
Trevor Gobbi	12
Frank Verzaci	12
Timothy Black	12
Dragoslav Pandurevic	12
Vladislav Pandurevic	12
Reeves Moetaua	12
Paul Hansen	12
Wayne Derby	12
Dean Vailea	12
Philip Easaw	11
Mohamed Naghar	11
Teariki Akama	11
Giovanni Bonanno	11
Faruk Ibraimoski	11
Kenneth Penberthy	11
Dejan Popovic	11
Armando Nacua	11
Tra Le	11
Craig Russell	11
Elvis Lee	11
Grant Keating	11
Kevin Lancer	11

Robert Opperman	11
Bobby Estanislao	11
Ashley Colaso	11
Frederick Ormsby	11
Deepak Chhabra	11
John Enoka	11
Mark Nankervis	11
Michael Schembri	11
Solo Fetalai	11
Leslie Galbac	11
Jonathan Hogan	11
William Jennings	11
Positi Matapa	11
Armandino Oliveira	11
Robert Walker	11
Phuc Truong	11
Ambel Getahun	10
John Pefianco	10
Andy Tetevano	10
Joseph Vella	10
Joven Ataaere	10
Primo Cordeta	10
Ricky Ho	10
Damir Suljagic	10
Seadin Ademi	10
Alataua Aufata	10
Zewdie Debalkew	10
Fernando Liu	10
Joseph Mizzi	10
Mark Townend	10
Hue Tran	10
Paul Cowan	10
Brian Meeking	10
Khambao Sonephady	10

Acknowledging the valuable contribution of all staff, especially those who have achieved ten years and over service milestones



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