

07 May Wednesday 2025— (Seventh Day at Beaver)

Systemic Failure of Care and Targeted Psychological Endangerment

Between 9:30 and 10:30 AM, **Adele (Supply Chain Manager)** approached me at my station and said, “Come on,” initiating a private chat. This was in direct response to the email I had sent the night before about needing more structure and tasks.

She led me into a room I had not been in before, located next to the room where my interview had taken place.

The unfamiliar setting made the moment feel more formal than a casual desk-side chat. This was the first time I had been taken aside privately since starting at Beaver.

The moment carried both relief and tension — relief that my concerns were being acknowledged, and tension because I didn’t know how the conversation would unfold.

Moving from the open floor into a closed room signaled that Adele was responding deliberately to what I had emailed about.

Meeting Room Setup

In the private room, the setup was different from the open floor. **Adele (SCM)** sat in the big chair behind the desk, facing the door.

I sat in one of the two smaller chairs positioned with their backs to the closed door and I was facing Adele (SCM).

(SCM) Challenge About “Plenty to Do”

Adele (SCM) responded to my email by questioning my request for more tasks. She said,

“What do you mean you need more tasks?”

In saying this, she was referring to the Beaver Global Zone floor, which at that time had six large crates that had just entered the warehouse.

Struggling to Explain the Need for Clear Process

In response to Adele's (SCM) comment about there being "plenty to do," I explained that while I could see the work, I had not been shown the specific way Beaver wanted it done.

I struggled to articulate that I knew how to do the job itself, but the steps and rules expected here had not been made clear.

I apologised to Adele (SCM), saying I might not be making sense, and admitted I was struggling to explain myself.

Emotional Flooding During the Private Chat —

As I tried to explain my need for structure, I became emotionally flooded. I felt my heart racing, my stomach unsettled, and tears welling up.

I struggled to hold my composure in front of Adele (SCM), aware that my words were not coming out as clearly as I wanted.

The effort to advocate for myself while under pressure left me visibly shaken.

Adele's Questioning and My Concern Over Her Lack of Understanding of ADHD —

Adele said, "Jo, what is it that you want? I am trying to help you.

I know you can do your job — that is why you were hired." I felt unsure how to answer, because if Adele did not understand what I wanted, I struggled to see how I could explain it another way.

When Adele said, "*I know you can do your job — that is why you were hired,*" those words are a critical legal admission.

Legally, that statement proves Beaver acknowledged my competence and suitability for the role at that exact moment.

By establishing that they knew I was fully capable, it exposes the legal trap: any subsequent claims they made to justify my dismissal were a manufactured lie.

It directly exposes their systemic fraud, altered records, and procedural breaches because they hired a qualified Warehouse Storeperson Specialist, provided zero onboarding or processes, and then penalized me for the structural vacuum they created.

She then said, “If you don’t speak up, I can’t help you.”

In response, I tried to express my concerns, including the feeling that perhaps Adele did not believe in ADHD or the emotional realities of rejection sensitivity dysphoria (RSD).

Adele’s Disclosure About her ADD (Attention Deficit Disorder) and Menopause —

Adele (SCM) said, “I get it, I have ADD,” and shared a story about her 37-year-old son who had moved back home.

She explained that she had encouraged him to see a psychiatrist and that he was prescribed a slow-release medication.

When she couldn’t recall the name, I identified it as Vyvanse. **Adele (SCM)** added that she herself does not take medication but had once been prescribed something else.

Adele disclosed a concerning story about her tailgating a stranger to their home. And then said that **ADD and menopause “Fuckn messes with you and makes you do crazy things.”**

Conclusion of Private Chat and Adele's Leave Disclosure

As the conversation wound down, Adele blurted out I'll type up something and email them through.

She asked if I was going to try and follow them to see how I went. I responded "yes," not wanting to remain in the room any longer.

Adele pressed again, saying, "I want to hear you say you will try," and I replied, "Yes, I will try."

At the end of the conversation, Adele's (SCM) conduct became overtly coercive. After I had already answered her question, she pressed me to verbally repeat that I would "try," stating, "I want to hear you say you will try." This insistence was demeaning and placed me under pressure to comply verbally in order to leave the room.

As we walked back into the warehouse, She then said, "I don't want you to leave and I want to know that you will be okay when I go on leave." This was the first time I learned she had four weeks of leave planned.

From Adele Bryant (Beaver Process) <Adele.Bryant@beaverprocess.com.au>

Date Wed 07/05/2025 10:42

To Johanna Leah (Beaver Process) <johanna.leah@beaverprocess.com.au>

Hi Johanna,

As per our chat this morning below is the starting list for tasks to be completed during the day/week and adhoc we can also use this as our check list for training over the week, we will add to this list as we work through them – I will send a meeting request for next Wednesday and we can go over them again and add anything additional we may have missed today.

Please feel free to make note on the copies of the procedures we printed today as we go through each of these and if you like we can save your own version with your wording (End of Day task)

DAILY TASKS

1. Check Slack

There may be tasks for you to action or follow ups that have been sent after you have left for the day.

2. Emails

You will receive notification of packed jobs that are being collected you will print consolidate and label these. {

3. Goods Receiving.

Good in the cage and on the floor to be processed. *invoices always w/goods (look for invoice on product.*

4. Pick and Pack

Print out the jobs that need to be packed for the day.

5. End of Day tasks

Update Training Notes etc

Goods are collected and delivered through out the day and everyone covers the door for these – Both for Global and Process

All goods must be signed when collected and then filed.

WEEKLY TASKS

Check Stock in Global Cage & What is showing in SAP (Uncommitted) – SAP SOH report
Count and Verify

Review of goods on the floor not yet collected.

Send a list of the orders to the Global Team of any orders still not collected

Note: Client Order Number, Client Name and packing date this allows you to keep track of uncollected items.

Export Pallet Stock Counts/Orders

Clean up area – Desk, storage benches, Floor,

Adhoc – Tasks

Bins

Assisting with Process Freight

Stock put aways

Stock Counts

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BEAVER
PROCESS EQUIPMENT

The printout she handed me was not even in colour . It was not a structured training document. She most probably had some other employee type it up.

It was insulting. What she gave me was her opening her mouth, spitting words, and delivering zero reality — pages of nothing dressed up as something.

The fact that her contact details were only available on that printout, aligns with the broader pattern I've been documenting: Beaver's unsafe systems, systemic negligence, and psychological endangerment.

And those printouts listed a range of courier online logins and passwords.

B E A V E R PROCESS EQUIPMENT	
COURIER COMPANIES LIST 2	
• Local Courier Companies	
<i>Before booking any online shipments, please ensure you have the following details available. –</i>	
• Freight Specifications: Number of Pieces, weight per piece and dimensions, Skid, Pallet Ctn etc. • Purchase order Number • Collection address and delivery address • Opening and Closing hours	
<u>LOGIWEST:</u>	
Best used for local pickups under 25kg – PARCEL PICKUP ONLY-	
http://www.logiwest.com.au/	
Phone: 08 9436 3470	
USERNAME :	[REDACTED]
PASSWORD	[REDACTED]
<u>DIRECT COURIER – PERTH</u>	
Anything bigger than a pallet	
https://appsrv.directcouriers.com.au/online_per/index.cgi	
phone: 08 9208 7777	
Company	[REDACTED]
User code:	[REDACTED]
Password:	[REDACTED]
<u>CAPEL TRANSPORT (BUNBURY-PERTH)</u>	

The pieces I'm showing form a consistent pattern. They demonstrate that what I'm speaking up about is legitimate and concerning.

Adele Bryant (SCM) demonstrated incompetence in her role and repeatedly used authority in ways that created risk.

Instead of taking responsibility for her own failures, she projected them onto the people she favoured.

That behaviour is dangerous in any workplace, but especially in a company that handles safety-critical operations. It is something government bodies and compliance regulators should not ignore.

I understand that Australia has limited legal support and that many people fall through the cracks. But I am honest, I am accurate, and the evidence I have is real.

https://www.jozaqt.com/Tech_Flow_Specialist.html

