



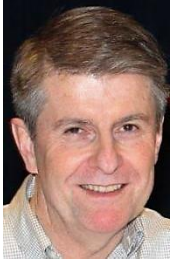
# Connecting Darwalla



DARWALLA GROUP

No 6. April 2016

## From the CEO



As I read the content of this month's newsletter I note that it is predominantly reporting on our recognition of employees and contractor's contribution to Darwalla's continuing success. Whether it be outstanding performance, years of loyalty and experience or reaching a project milestone we aim to take the time to give credit where credit is due. It is also the most enjoyable part of my job.

However, I will be first to admit that we do not fully capture every opportunity to thank those who contribute and we need to do more. There are many who come to work every day, do their job well and help improve our business. We see their contribution in our improving company performance and when we face a challenge. Please do not think that you are not appreciated. An important part of our strategy going forward is to devise ways to recognise and highlight these 'everyday' contributions. I look forward to introducing these in the near future and getting your feedback on their effectiveness. Thank You!

## Darwalla: "A bird's paradise"

From 2013 the Darwalla Group of companies and Golden Cockerel have been approved under the RSPCA farming scheme standards. These standards have been developed to improve the welfare of chickens on farm, which cover various aspects of meat chicken production including management and health, transport and slaughter in order to ensure good animal welfare outcomes for the birds through their lives. We would like to acknowledge our Livestock team, specially our Broiler, growers and catching team for demonstrating good animal welfare practices and complete another round of RSPCA assessments successfully.



## Queensland Leaders

Our CEO, David Greaves was invited to give an insight into the Darwalla Group at the last Queensland Leaders session. Queensland Leaders is an organization which assists Private sector companies through the sharing of experiences and leadership from Industry Partners and Experts. Darwalla Group has been a member since 2015. During the talk, David explained the positive changes that Darwalla has been experiencing and the promising growth that the company is envisaging for the near future. Queensland Leaders has been great networking for Darwalla. This Network has assisted the company to exchange ideas in sustainable growth, leadership, strategic planning and to evaluate entry strategies for new business.



## New appointments



### AHAMED MUNEEER - 2IC Breeder Manager : Victoria Hill

Ahamed has a Bachelor degree in Agricultural Sciences - Specialising in livestock production. He has over 6 years experience in animal husbandry and poultry production. He worked for HAIRA Farms Pvt Ltd - a medium scale broiler meat operation in Sri Lanka. He has extensive poultry production experience with both breeder and broiler bird management, farm monitoring and vaccination programs. He is responsible for coordinating the daily operations at Victoria Hill Farm as 2IC.

**Hatchery:** Vanessa de la Pena. **Catching:** Joshua Tennant, Czar Brown, Ernest Pendo, Michael Bowen, Cyer Cyer. **Laidley:** Kathleen Charles, Benjimin Barnes, Kelsey Philip, Joseph Schmidt. **Killarney:** Kayla Giffin. **Victoria Hill:** Ravinder Singh, Dinesh Kanduri, Karanpal Sachdeva. **Hendon** Rachel Mckinlay, Daniel Phyland. **Mt Molar:** Naveen Kandaveeti.

## Supporting our community

We are proud to announce that Darwalla is supporting another local not-for-profit organization - The Cage Youth Foundation. The Cage, works within Redlands QLD, bringing positive change to our community. The Cage carries out a wide variety of services within the community, including: free counselling, school based workshops / engagement programs (focused on youth development and life skills) and community market days - giving local business an opportunity to gain increased exposure. <http://www.thecage.info/>



"At Darwalla we grow quality chickens, our business, our customers business and above all else we grow our people"



## Darwalla Grower Awards

As part of the Darwalla's recognition programme, the company acknowledges the outstanding work of our Broiler Growers who have achieved extraordinary results. We are very proud to announce that our majority of our growers have accomplished industry excellence by achieving PIFs greater than 350 and 375. The recipients are as follows:

**350 Club Award:** Andrew Rhodes, Banjo Smith, Michael Gyldenlove. Banjo Smith, Marcel Schinkel, Mal Hicks, Roy Billiau, Ben & Sue Sinivouri, Jaswinder Takhar, Brett Vivan, Daniel Edge, Doug & Rhett Phipps, Jim & Mary Dowding, Michael and Fiona Shay, Ian McKinnon, Vickie Baker, Will Crawford, Graham Lee, Brett & Myra Virtue.

**375 Club Award:** Banjo Smith, Marcel Schinkel, Julia Benfer, Roy Billiau, Rudi Van Ecks, Brett & Myra Virtue.



## Service Awards / Recognitions

Service awards are the foundation of the Darwalla's recognition strategy. Darwalla acknowledges that each employee makes a difference and for that reason Darwalla is committed to express appreciation to all employees for their loyalty and dedication. In this service recognition, we had the opportunity to recognise the following recipients:

### 5 Years recognition:

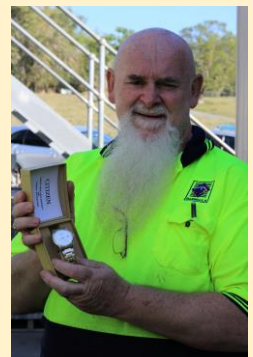
Steve Nylander, Darcy Sims and Bryce Henry with David Greaves.



### 25 Years recognition:

#### Brian Carlile

Brian commenced working at Darwalla on the 17<sup>th</sup> April 1991. He started in the egg farms and after a year he moved to the transport department. Since then he has been working as truck driver. Brian is not only recognised in the company for his strong negotiating skills, looking after the drivers and getting the best deals for them, but also, for his reliability over the 25 years, ensuring the birds get to the processing plant on time.



## Events

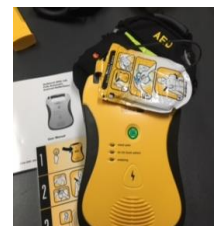
### Darwalla at Gridiron

We are proud to announce that Sera Schultz not only is a Darwalla team Member from the Hatchery but also, she is a member of the QLD state team "Queensland Sundevis". She was selected in 2014 and now is getting ready for the national competition. The Darwalla team is invited to go to any game. Details to be posted.



## Defibrillators at work

As part of the Darwalla Group Safety program, First aid Defibrillator Units have been installed in all departments. By providing automatic defibrillators we can reduce the risk of fatality from cardiac arrest. Automatic defibrillators are designed to be used by trained or untrained persons. They are located in areas that are clearly visible and accessible to all Darwalla personnel. Please make yourself aware of your defibrillator' location.



## PIX/AMC 2016 to focus on sustainability

The 27<sup>th</sup> Poultry Information Exchange and Australian Milling Conference will be held at the Gold Coast Convention and Exhibition Centre from Sunday 29 to Tuesday 31 May 2016. This conference is the largest and most important poultry and milling event in Australia. Around 1,400 delegates from the industry are expected to participate and enjoy three days with the latest information in innovation in our Industry. The theme of this year is: "Sustainability / Key concepts of the Future", including topics such as: chicken meat, egg production, free range and organic farming, flour milling and feed milling. A representative group of all areas of Darwalla crew will be attending to this conference. For further information please contact: International Conferences & Events on +61 2 9368 1200 or [info@pixamc.com.au](mailto:info@pixamc.com.au).



**PIX | AMC**  
POULTRY INFORMATION EXCHANGE AUSTRALIAN MILLING CONFERENCE  
29 - 31 MAY 2016