



Message from the CEO : When you read the news below you will get a sense of the level of positive activity that is under way at present - the construction of a new hatchery, record levels of performance, an award for training, a nomination for a safety award, training and the ongoing engagement of staff in the continuous improvement programme.



These are not random activities. They are happening according to a plan. And they are happening because we are all working very hard to achieve our part of this plan. In the next month or so I plan to visit you to give you an overview of Darwalla's plan for the future. I will outline the part we want you to play and also highlight what benefits it delivers for us all. It will be an opportunity to thank you and to answer any questions you might have. I look forward to seeing you soon.

South East QLD WINNERS :- Queensland Training Awards

We are proud to announce that on the 21st July, Darwalla won the South East QLD Region "Medium Employer of the Year" at the 2017 Queensland Training Awards. The awards recognise individuals and organisations that strive for and have achieved success, best practice and innovation in education and training. This is the second time since 2013 that Darwalla has won the South East QLD region Employer of the Year.

Darwalla has been selected to compete at the **State finals** on the 1st September in the category of "Medium Employer of the Year". This nomination recognises and affirms the success of the tailored training programs at Darwalla. We would like to thank and acknowledge all of the dedicated staff involved in making Darwalla an employer of choice.



Allora Hatchery Update: Over the last few weeks the Hatchery building has really begun to take shape with the structural steelwork completed and the site bulk earthworks nearing completion. The concrete driveway and the plumbing & drainage are well advanced. The electrical underground conduits have been installed. The roof sheeting is nearing completion and the pouring of the internal floor slabs has commenced.



Over the next couple of week we will begin to install the external walls and pour the hob walls so we can place the internal structural walls on top of them. The Petersime Hatchers and Setters are now on site and we will be starting to construct these in the middle of September.

New Appointments : **Hatchery :** Samuel Bray, Lorna Prosser, Jessica Holland, **Mt Molar:** Shan Sen. **Victoria Hill:** Rajkumar Buduputi, Sai Surya Patel Uppula, Damodar Pothina. **Catching:** Nathaniel Toweh, Peter Isiah, Peggy Harding, Hayden Johnson, Mattison Roy Livermore.

Kyle Savage:- 2IC Breeder Rearing Laidley: Congratulations to Kyle Savage who has been promoted to Laidley Farm 2IC. Kyle has worked at the Laidley Rearing farm since Jan 2016. Kyle will work with the Rearing Farm Manager to ensure that safe and efficient work practices relating to all farm operational procedures are enforced and staff are directed to comply with Darwalla's Animal Welfare, Biosecurity, Quality Assurance and WHS requirements.



David Toal:- Hatchery 2IC - Allora : Welcome to David Toal. David joins us from Airbus where he was maintaining and teaching people how to maintain the Army's MRH90 helicopters. David is an experienced instructor and mentor who is focused on performance, quality and CI. David will be responsible for our new team at Allora during the build phase and supporting Aleksandra in the new hatchery when it starts operations.





DARWALLA GROUP



Service recognition awards : Darwalla considers that it is important to acknowledge and reward its long serving employees. A years of service award is a chance to recognise and convey our thanks to those employees who have provided a long-term commitment and dedicated service to the Darwalla Group of Companies. Therefore, those employees who have completed 5 and 10 years of service receive a service award in recognition of their outstanding commitment and loyalty to the organisation.



On Friday 4th August, at the workshop team breakfast, the CEO David Greaves, presented a **5 Years** service award to **Mark Daly** - Gatton Farm Maintenance & **Juan Corredor** - QA /HR Manager for **10 years**.



On Friday 11th August, David Greaves and Guy Holcroft visited the breeder farms and presented **10 Years of Service Awards** to **Debbie Hall** and **Garnet Bahr**.

Darwalla Continuous Improvement : The Introduction to Lean training was held on the 10th of August at Hendon Farm and on the 16th August at the Feedmill and Workshop. The teams were exposed to the fundamentals of Lean, including: waste identification, visual management and 5S workplace organisation. These tools are the basis of the Darwalla Continuous Improvement Approach. The teams enjoyed the course and reported that they got a lot out of it.



Vocational Training : On the 17th of August, students undertaking the Cert IV in Competitive Systems & Practices and Cert IV in Leadership & Management met at Myhorizon at Capalaba. Students presented their great ideas and show cased their completed 5S projects and Visual Performance Management which had been undertaken across the company. We are expecting to complete the first round of training by the end of September, followed by graduations in October 2017.



Darwalla Safety Awards



Congratulations to Mt Molar Breeder Production Farm, who were presented with the June Safety Award. The WH&S award aims to recognise and reward departments who help maintain enthusiasm, increase participation and for their contributions to improve safety at Darwalla. Mt Molar's safety award not only recognises their outstanding achievement of over 500 days without a medical treated injury but also the hard work and team participation in ensuring safety is kept front of mind.



On the 3rd August, Gwynneth Brauns, Darwalla's Compliance Officer, attended an IPaM event at Herston.

The Injury Prevention and Management (IPaM) program is a joint initiative between Workplace Health and Safety QLD and (WHSQ) and WorkCover QLD. IPaM's goal is to assist employers establish and maintain effective injury management to improve health and safety outcomes for workers. The long term objective is to have a sustainable impact on WH&S & injury management. Darwalla has been part of the IPaM program for three years and graduated from the program at the beginning of 2017.



Darwalla Upcoming Events



1st September 2017
Brisbane Convention Centre.



18th October 2017
Venue TBA.