



Message from the HR and QA Manager



We are pleased to share a new issue of our newsletter, keeping you up to date with all the latest news from the Darwalla Group.

2018 was a significant year for the company where we saw a range of new initiatives including new developments, new technologies, new management systems and very talented people joining the business; and 2019 promises to be an exciting year too!

With the new year well underway it is always interesting to see how quickly the days and weeks fill up with projects and tasks. Concentrating on accomplishing our tasks on time and with a bit of extra work allocated in our areas, may lead to corners being cut and this in turn can result in accidents and incidents that cause either injury or financial loss. Please take the time to ensure that you are working safely and the correct processes are followed. Is the contractor insured? Do we have the correct licenses and permits? Has training been appropriately provided? It's not just about what we say, but about what we do in our areas every day. I encourage you to find out more about how we can contribute to improve our safety, our systems, our wellbeing and to see our approach in action around the business. I hope you enjoy this edition of our newsletter and please be safe, work hard and have a great year.

New Appointments Over the past few months, we've had many new staff members have join our company. We are looking forward to seeing them grow and develop within the organisation and hope that they find their work to be rewarding, challenging and meaningful. Welcome aboard to our Darwalla team!



Michelle Indra - has worked across a variety of industries with a focus on quality (of product, service and systems) and safety (for people, of working environments and employee wellbeing). Although she is new to the poultry industry, her past working experience and the skills she has acquired will benefit her responsibilities as our Quality and Safety Improvement Officer. Michelle looks forward to working with you all at some time in the near future and hopes that you will find her to be supportive, encouraging and often an instigator of some fun. A message from the Quality and Safety Improvement officer:

"I have always found a natural disposition towards improvement - not for change sake; but because it makes sense. Our journey for improvement is long but fun; let's feel empowered to question the reasons why we do something - possibly the 'norm' could be improved. Is there something around you that could be improved, not for change sake, but because it makes sense".

If you have an improvement, please let Michelle Indra, Simon Flack or your Manager know, so we can together, create a better Darwalla.

Thomas Knoesen joined the Darwalla family as the Hatchery Maintenance Mgr. in Allora. He is responsible for delivering planned and corrective maintenance on plant and equipment. Thomas comes with great experience in maintenance and engineering and has the ability to make an impact. He gets satisfaction from seeing his work help improve the performance of the production team through cost reduction, improving equipment ease of use, downtime reduction and by helping speed up the process.



Justin Richter recently joined the Darwalla family as the Information Systems Officer at Mount Cotton. He is responsible for the design, development and implementation of the company's document control and collaboration platforms utilising Office 365 suite specifically SharePoint. Justin has over six years' experience in many aspects of SharePoint along with extensive experience with various project management tools and methods.





Connecting Darwalla



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Hatchery: Karen Betteridge, Alex Quaid, Jan-Louis Knoesen, Ghanshyam Bhuvu, Mitchell Smith, Joshua Bigg, Geoffrey Sommerlad. **Hendon:** Ajith Weerasuriya, Christy Phyland, Dimuth Wanigaratne Don, Mariann Melzer, Zak Lucas, Lara Spring. **Mt Molar:** Rajeshreddy Atthunuru, Brahmanandareedy Alavala, Ashokreddy Reddybattula. **Back Plains:** Jill Free. **Victoria Hill:** Garrett Silk, Kylie Rose, Vijay Maley, Ian Pinkerton, Krishantha Palawinnage Muthukumarana **Feed Mill:** Corey Lucas. **Laidley:** Bernadette Reedy. **Killarney:** Cody De Prada-Slater.

Congratulations:

Lava Inumpudi - Commenced his new role, as Breeder Production 2IC at Back Plains farm. **Jerry Jen** - was internally promoted to the position of Engineering Manager, Mt Cotton. **Mark Spring** - who was promoted to the position of Breeder Farm Manager at Hendon. **Amanda Dalrymple** - internally promoted to Livestock Planner.



15 Years' Service
David Greaves presented **Alex Duthie**, Logistics Coordinator from Mt Cotton, his 15-year service Award.



10 Year's Service
Mark Barden from Killarney was presented with his 10-year service award.

10 Years' Service

David Greaves presented **Jasvir Singh** from the Back Plains Breeder Production Farm his 10-year service award.



5 Years' Service

Aram Ali, Pravien Babu Rathinam and **Vishal Rana** all from Victoria Hill were presented with their 5 Year Service award

Darwalla's youngest team Member

Venkat Sarasam, Hatchery Assistant Manager and his lovely wife Chaitanya, from the Hatchery, welcomed their beautiful daughter, Ariansha on 12th February 2019. A big shout out and congratulations from all the teams at Darwalla. Enjoy the little bundle of joy and parenthood!



Retirement

We all wish Phill Hewitt, Workshop Manager at Mt Cotton a happy retirement. Phill is officially on leave until his actual retirement later this year. On retirement Phill will have completed over 35 years with Darwalla.

FIRE ANT Training

On the 26th September, Darwalla and Biosecurity Queensland conducted fire ant training sessions for Breeder and Broiler farms operating within the fire ant biosecurity zones. Under the Biosecurity Act, everyone, has an obligation to ensure they do not spread fire ants. Darwalla learnt more about what was needed to be done to prevent the spread of fire ants.





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Events

National & State Family Business Awards

In late 2018 Darwalla was inducted in the Family Business Australia Hall of Fame. David Bray and Kate Benfer accepted this honour. FBA's awards program celebrates and recognises the achievements of family-owned Australian businesses, and their contribution to the community, economy and culture. This award reflects everyone's efforts in making Darwalla a great family business.



Certificate IV Graduation evening

Congratulations to the following employees who successfully completed the Cert IV in Leadership and Management and Competitive Systems. The Graduation evening was held in November 2018. Also honoured was Michelle Watts, who graduated with a Diploma in Human Resource Management
From left: Rob Riley, Troy Gillam, Mark Spring, Matt Walker, Kyle Savage, Michelle Watts, Luke Crowe & Jo Holcroft.

2018 Christmas Party



We are sure you will all agree that the 2018 Darwalla Christmas party was one to remember. Located in Allora at the Commercial Hotel, the location was perfect for the event. Most of Darwalla's staff are out west so it was great to see such high numbers in attendance. Food, music, decorations, prizes and not

to forget our very own MC for the night, Simon Flack, were all amazing. Thank you to the Xmas 2018 committee members for putting on such a great event. Roll on the event planning for 2019.

LIVIN Program

LIVIN program is designed to enhance mental health literacy and help us understand and cope with mental health challenges both within ourselves and others. LIVIN was founded to connect, support and encourage people of all ages to talk about their feelings and challenges with an emphasis on their mantra that "It Ain't Weak to Speak."

The organization is committed to getting the message out there and helping us understand that we all go through hard times, but we can get through them by speaking up and asking for help. Their mission is to connect with, support, inspire and empower people to talk about their feelings and issues because as long as you are talking you are never alone.

David from LIVIN presented to the Darwalla group at Mt Cotton which was received very well. We are in the process of arranging the same presentations in May at Allora. Details will be forwarded in due course. If you'd like more information, including how to seek help go to: <https://livin.org/>





Livestock news

Darwalla commences free range production.



Recently we made the decision to start free range production. Over the last few months there has been frantic activity building dwarf walls with pop holes and setting up the ranges. The ranges are fully enclosed in netting keeping the birds safe from predators. We will be growing under FREPA and RSPCA outdoor system standards. Over the last few days the first birds have had access to the range. As you can see, they are enjoying the chance to venture out of the sheds. A big thanks to Luke and his team for the hard work that has gone into making this a reality.



Darwalla is pleased to announce that we have now received certification by Free Range Egg and Poultry Australia Ltd.

Darwalla Upcoming Events

Biggest morning tea - Once again Darwalla is hosting the Cancer Council Biggest Morning Tea on 23rd May 2019 at 9.30am at Mt Cotton. All funds raised will be donated to the Cancer Council. If you are planning to donate homemade goodies, please start preparing! Last year Darwalla donated a generous amount of \$837 to the Cancer Council. This is looking to be a fantastic event for a very good cause.



Rattle of the Brains – Darwalla will be sponsoring St Patrick’s School Parents and Friends Association annual ‘Rattle of the Brains’ Trivia Night on Friday 31st May 2019 at the Allora Community Hall. This is their major fundraiser for the school and once again they are anticipating a large crowd of keen trivia buffs and fun seekers. Get your team members together to make some Darwalla trivia teams! For bookings, please contact St Patrick’s School office on (07) 4666 3551.



St Patrick's School
Parents & Friends Association
"... as many hands build a house, so many hearts make a school."

Little Black Dress - On the 25th May some of our ladies will be attending Little Black Dress, a Rotary fundraiser for Maybanke which supports women & children who are victims of domestic violence in the Redlands.



Diner en Rouge –

Darwalla is again sponsoring Redland City’s annual domestic violence charity event, Diner en Rouge, to be held on Saturday 18th May 2019.

