



Connecting Darwalla



DARWALLA GROUP

No. 12 – March 2017

Message from the CFO



After more than eighty-three years in business the Darwalla Group continues to be a strong figure as one of the largest Australian privately owned poultry producers. To ensure Darwalla's continuous growth, this year we are undertaking one of the biggest projects in the history of Darwalla. We are building a new hatchery at Allora, which will replace the current Mt Cotton hatchery built 50 years ago. The company continues to grow with adherence to RSPCA animal welfare standards, possible expansion into Free Range and the development of Broiler & Breeding shedding on our current properties. Also with a strong focus on quality and learning with the employment of a Continuous Improvement Manager and two groups of employees currently undertaking a Cert IV in Competitive Systems & Practice and a Cert IV in Leadership & Management. This signifies the company's direction in growth and continuation of a strong figure in the poultry industry for many more years to come.

New Hatchery - First Sod Turned



On Wednesday, 15th March, the first sod was turned for the construction of a new \$22 million chicken hatchery in Allora. The Darwalla Group's hatchery, located

in Bradfield Road, Allora, will generate 18 direct jobs in addition to a number of contractor positions during construction.

State of the art equipment will be imported from Belgium for the plant, which is expected to be operational just after Christmas this year.

Southern Downs Regional Council's Mayor Tracy Dobie welcomed this development and said Council is working hard to attract new businesses and industry that will create jobs and growth in the region.



"This new hatchery is a boon for jobs in the Southern Downs. It also adds to the clean, green reputation of the Southern Downs region as the place for people establishing world-class businesses," she said.

The Mayor also highlighted that the additional jobs generated by the hatchery will build on other new jobs in the region.

New Appointments:

Welcome aboard to our Darwalla team! We are pleased to announce that new members have joined 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

Hatchery: Glennys Andrews , Jason Hetaraka.
Breeder Production Hendon: Rachel Mckinlay.
Breeder Production Back Plains: Olivia Bange.
Breeder Production Victoria Hill: Frank Campbell. **Breeder Rearing Laidley:** Maryanne Osman. **Catching:** Donatien Nduwayo , Haydn Herbert , Aaron Wilczak

Re-Certification:



We are pleased to announce another successful audit by the Department Of

Agriculture and Water Resources (AQIS). On Monday 27th March the Darwalla Feed Mill and Site were audited against the Class 3.1 criteria – Imported Grain Processing. Congratulations to the Feed Mill Team for an excellent job, especially Gary Heidenreich for his great contribution to the audit.

Continuous Improvement

On the 6th to 9th March 2017, members of the Senior Leadership Team travelled to Melbourne to the AME "Leading through excellence" conference. The conference brought together a select group of International and National speakers, who are leaders in their profession, have achieved significant results or have an innovative approach on how they are taking their Lean journey. The aim of this conference was to expose our SLT members to practical ways of applying creatives ideas at Darwalla and to expand the depth and breadth of their knowledge.



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



Hatchery Audit

Hatchery Specialist & Auditor - Peter Van Den Akker visited and audited the Mt Cotton Hatchery on 13th & 14th February 2017:

"There have been major improvements in this hatchery since my last hatchery audit. Setters and hatching are well maintained with good seals around trolleys and curtains for good airflow. The hatch window, in my opinion slightly early, but on the hatch day, all chicks look very good, with no signs of dehydration. Chicks were very clean, with no signs of buttons, strings or unhealed navels. In conclusion, the hatchery and management is operating very well." - **Peter Van Den Akker report.**

The Hatchery Team are pleased with the outcome of the hard work and will continue improving the processes in order to achieve greater results. Great achievement by the Hatchery Team - WELL DONE!!!



Darwalla Supporting the Community

International Volunteering



On the 4th February, Georgia Bray (David Bray's Daughter) finished three months of volunteering at the Centre Educatif l'Union des Coeurs in Ouanaminthe, Haiti. Georgia not only taught English but also

helped with administration and other activities.

Congratulations



Dinesh Liyanage, Paul Antonio - Mayor of Toowoomba Regional Council, Kash Perera

Dinesh Liyanage and his wife - Kash Perera came to Australia in July 2008 from Sri Lanka. In January 2009. Dinesh started working with Darwalla and currently works at Hendon Breeder Farm. On the 7th of March 2017 at the Empire Theatre Toowoomba, Dinesh and his wife were granted Australian citizenship. Congratulations to Dinesh and his family and we hope you do great in your new country.

Cultural Day At The Hatchery

The Hatchery Team had a Cultural Day on the 28th March, With most staff bringing food from their country of origin. Dishes included meals from South Africa, Afghanistan, India, Samoa, Australia, NZ, Fiji and UK.



Pancake Day

The Darwalla Office celebrated Pancake Day on Tuesday 28th February. The BBQ was set up on the weighbridge and piles of hot pancakes were made. Staff had a good selection of toppings including Maple syrup, Jam and Cream to have on their fresh pancakes.



Training – Certificate IV:



We continue our training on Certificate IV in Competitive Systems & Practices and Certificate IV in Leadership & Management. Great ideas and new projects have been discussed among the program participants. Each training session has been a fantastic opportunity to learn about all areas of the business, to network with colleagues and to identify opportunities for improvement. Currently we are focusing on progressing with the team projects with the aim to acquire the skills and knowledge to implement competitive systems and practices within Darwalla.

Darwalla Upcoming Events

Australia's Biggest Morning Tea:- At the weighbridge in front of the main office on Thursday, **May 25th** – Please bake and bring gold coin donation for cancer research.



Little Black Dress (LBD):-

On the 6th May, Ladies from Darwalla will attend the Little Black Dress event at Victoria Point Sharks Sporting Club. The LBD event is in support of **Maybanke** - a Redlands based charity for women and children at risk of homelessness due to domestic violence.

