



OWNERSHIP
Taking care of
the company
and our
customers

PEOPLE

WHAT DOES DARWALLA DO? Episode 2

Our Darwalla videos are being uploaded to our [website](#) and being released on Darwalla's [LinkedIn page](#). It's great to share our stories with the wider community and the positive comments reflect the passion many of our employees demonstrate day-to-day.

As we have previously shared our fabulous [breeder video](#), this month we celebrate the next step in our process, our world-class [hatchery](#). Newly built in 2018, our Allora hatchery has the highest hatchability of the 8 companies in Australia who provide data to Aviagen Australia for the financial year ending June 2021.



This performance would not be possible without the dedication and commitment of the hatchery team. With the chicks needing such exacting requirements, everyone has an important role in the hatchery to hatch the healthiest chicks. Well done, hatchery team!!

The hatchery team put together some fun awards after the filming, with Cheeky Chick Gavin taking out the awards for Best Actor & Encouragement, though anyone that knows Gavin, knows he needs no further encouragement....!!



CEO ANNOUNCEMENT



As many of you will know, David Greaves intends to retire early in 2022, so we have been considering a replacement for the role of Chief Executive Officer (CEO) of Darwalla.

We are pleased to announce that Jonathan Millard has been offered and has accepted the position of CEO for Darwalla. Jonathan will commence the CEO role from 1st September 2021.

David will remain as Managing Director during this transition to assist Jonathan as he takes on greater responsibilities.

Jonathan joined Darwalla almost 7 years ago as one of our Breeder Farm Managers. He progressed to the role of Livestock Manager and most recently has made an outstanding contribution as Operations Manager. Jonathan brings extensive poultry experience to the role, both from within Darwalla and in South Africa, where he grew up working in his own family's poultry business. He is well respected for his knowledge within the Darwalla Group and the wider poultry industry, and importantly shares the values of Darwalla.

We are excited about the future of Darwalla under Jonathan's leadership. Please join the Chair and Board in congratulating Jonathan on his promotion to CEO.

NEW ARRIVALS !

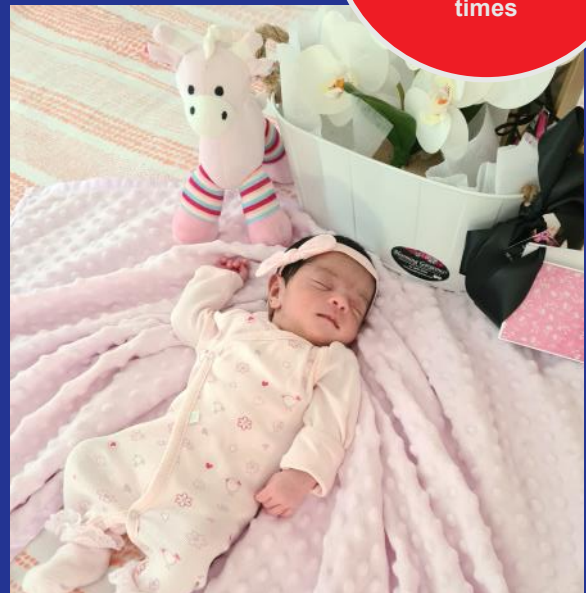
Hasitha (Hasi), our assistant manager at our Hendon Breeder farm and his wife Yuwi have welcomed a beautiful daughter Ryley Akelya.

It will be a few years until little Ryley can help Dad on the farm, so in the meantime we welcome the following new employees to Darwalla:

Hatchery: Dylan, Beau-Shiann, Vedant,
Jakkie, Anita & Dan

Victoria Hill: Hermon & Dinesh

Mt Molar: Vamsikrishna & Tharindu



PEOPLE

RESPECT

We empower, support and take care of each other

FAREWELL HAMZA

We would like to thank Hafiz Hamza for his assistance in identifying opportunities to reduce our environmental footprint during his 6-month internship with the QHSE team.

Some of the projects that Hamza has been involved with include energy and waste reduction at the Feed mill, water and power monitoring at Laidley and the development of a Sustainability Baseline and Roadmap for Darwalla.

Hamza is returning to Pakistan to be with his family after 4 years of study and work in Australia – we wish him well in his future endeavours.

From left: Hamza, Phil (IT), Ravi (Data Analyst), Juan (QHSE Manager), Amanda (Compliance Officer) & Bob (Training & Development Officer)



UNITY

Working as one

SERVICE RECOGNITION

Congratulations to Mike from the Feed Mill, who has been a key part of the team now for 5 years. Thanks Mike!



We are being COVID-cautious and restricting non-essential visits to our sites, which unfortunately is putting us behind in presenting awards for our employees.

If you have reached a milestone, rest assured your award has not been forgotten!

The Darwalla Service Recognition jackets, which were featured in last month's newsletter have all been delivered and are being distributed to our loyal employees.

MEET OUR GROWERS: MARCEL, MT HALLEN

Marcel started working with Darwalla at our Gatton farm in late 2013, then moved across to Mt Hallen 6 months later in mid-2014. Marcel runs an 8 shed farm and has had many successes, being the first Darwalla grower to have a PIF over 400 (403 in January 2017). Albert promised airline tickets to New Zealand for the first grower to reach this milestone, but Marcel and his wife Sally chose to go to Tasmania instead. More recently, Marcel earned two prestigious Aviagen 450 PIF awards which is a testament to both he & Daniel, who helps manage the farm.

- ◆ *How did you get into chicken farming?* We came to Australia as a family in 2004 & had to run our own business as part of the visa requirements. We looked into different options and ended up purchasing a farm in Mareeba growing for Steggles (now Baiada). Prior to that, we had never grown chickens, but flowers.
- ◆ *What did you do BC (before chickens)?* I was born in Holland and left in my late teens travelled to New Zealand to grow flowers for about a year and a half. I then moved to Zimbabwe to run a rose farm on behalf of a company. I met my wife who worked on the neighbouring farm and we bought our own farm to grow roses. At that time Zimbabwe was a huge supplier of roses to Europe. Unfortunately, we saw the future of Zimbabwe was bleak, so we moved to Australia with our family.
- ◆ *What do you like best about your job?* I enjoy being close to home and in a rural setting—I am not fond of big cities. I like that we get a new batch of birds every 2 months; it is great feedback on how to do things better and if something goes wrong, you learn from it and move on. I also like that we are not too dependent on the weather like those who grow crops.
- ◆ *If you weren't a chicken farmer, you'd be...?* Probably growing flowers. We looked into growing flowers in Australia, but selling and marketing the flowers would be difficult without connections. Growing flowers is also quite labour intensive, so more costly in Australia.
- ◆ *What do you do when you're not working in the sheds?* I like fishing, but don't get out too often. My wife Sally is really outgoing so she is the one who gets me off the farm to do something different. When we can, we love going to the coast and sitting on the beach, doing nothing.
- ◆ *What's your favourite chicken dish?* My Mum used to give us chicken satay but I have no idea if it was her recipe. Roast chicken is always good.



Next month we will be interviewing Michael from Double Jump



COVID VACCINATION UPDATE

As the COVID cases in New South Wales continue to build, it is becoming increasingly important to consider your options regarding vaccination.

Darwalla is following Government guidelines in promoting vaccination against COVID for our employees.

There are pop-up Pfizer vaccination clinics coming soon to Gatton & Laidley:

Gatton Shire Hall:

Tue, 7 September 2021 from 7am to 5pm & Wed, 8 September 2021 10am to 7pm

To book [online for Gatton](https://ddwmpnhn.jotform.com/212368259960969): <https://ddwmpnhn.jotform.com/212368259960969>

Laidley Sports Centre:

Thu, 9 September 2021 from 7am to 5pm & Fri, 10 September from 10am to 7pm

To book [online for Laidley](https://ddwmpnhn.jotform.com/212369156460961): <https://ddwmpnhn.jotform.com/212369156460961>

For those who have not yet had a vaccination and would like to [register for a COVID vaccination](#), please go to www.vaccinebookings.health.qld.gov.au/

SELF-CARE AND MANAGING STRESS

Think back to this time last year—did anyone think we would still in this situation with COVID?

Probably not many of us.

The COVID situation is impacting all of us in different ways, but we can be sure we are all finding it difficult at times.

Our Employee Assistance Program Access EAP offers some practical tips on how to look after yourself. Click on the image to read.

Also, our employees & their families can access free, confidential and anonymous counselling through AccessEAP. To contact them, call 1800 818 728 or go to their [website](#): www.accesseap.com.au

Please look out for each other & take care!

UNITY

We are supportive and remain positive through good and bad times



COMMUNITY

RESPECT

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FOODBANK PARTNERSHIP

Darwalla is joining Foodbank's Hunger Drive in September.

Our support will ensure that Foodbank can help thousands of Queenslanders seeking support to receive nutritious food.



We have set up a Darwalla Hunger Drive [fundraising page](#) so everyone has the opportunity to donate to Foodbank's worthy cause, either individually or as a workplace.

Our CEO David has pledged to donate his discretionary food spending to Foodbank for the month. Kate has donated the cost of a take-away dinner.

We would love you and your teams to come up with some fundraising ideas to help those facing hunger in Queensland, perhaps a team lunch or morning tea with a gold coin donation?

ENGAGEMENT SURVEY

OWNERSHIP

We are
accountable for
our own actions
and those of our
team

We had over half our employees complete our 6 monthly engagement survey—the most responses we have ever had! A big thank you to those who took the time to provide their feedback.

The teams with the biggest increase in number of responses were the Breeder Rearing teams, so there's a \$100 voucher heading to both our Laidley and Killarney farms!

Overall, our employee satisfaction has increased slightly to an average of 4.39/5.00, which is pleasing, but now we need to act.

How? Ravi has sliced and diced the data, which is being shared with managers to help us understand which areas we need to focus on.

We have some upcoming training & projects which will address some of the suggestions, so watch this space!