



PEOPLE

OWNERSHIP

Taking care of the company and our customers

PREPARING FOR THE FUTURE

Darwalla has been growing chickens for over 85 years and during this time we've improved and expanded to where we are now. For a relatively small company, we punch above our weight in many areas such as feed milling, our safety & compliance and of course—hatching & growing chickens!

To prepare our company for the future challenges and opportunities, we are pleased to announce we have invited governance expert James Beck onto our board of directors. James will elevate our board of directors to improve Darwalla's management oversight and prepare us for a generational change in shareholding.



Additionally, our CEO David Greaves will also join the Darwalla board, with the intention he remain on as Chairman after he retires as CEO, currently planned for April 2022. We are excited to be able to retain his extensive poultry experience and knowledge beyond his current tenure.

With these positive changes, Albert has stepped back from the Darwalla board after more than 60 years in various management roles. Albert will join the Shareholders in maintaining an interest in our company's future.

This is one way we're practicing our value of Ownership—by looking after our company for the future.

WELCOME TO DARWALLA!

Our Back Plains breeder farm placed the Laidley rearing birds in April, so welcomed some help with **Yadwinder, Nicholas** and **Sawtenterpreet** joining the 'Dream Team'.

Kirsty is the latest employee to join the Hatchery 'Cheeky Chicks'.

Fathi was welcomed into the 'Hendon Pirates'.

Tamati joined the Laidley 'Larrikins'.

Hamza joined the QHSE team in the Mt Cotton office.

UNITY

We work together as a team for common goals

PEOPLE



RECOGNITION



Darcy is one of the great blokes working in our maintenance team at Mt Cotton.

The maintenance lads undertake a variety of works for all areas of Darwalla, but spend a lot of their time keeping our feed mill running smoothly.

Darcy has been with us at Darwalla for 10 years.

Thanks Darcy!



AVIAGEN VISIT

Recently, there has been an immense amount of work and effort go into our Free Range birds, as they have not been performing as well as we would expect.

There have been many hours of observation, data collection, weighing birds, making and delivering different trial feeds, communication and meetings to try to found solutions and improvements.

Nitin & Ravi (pictured right) together have individually weighed around 20,000 birds over the past 3 months to collate the data, which they discussed in a round-table meeting with various stakeholders, including Debbie from Aviagen (pictured right).

Many thanks to all who are supporting our efforts to improve—there are too many of you to mention (or photograph!) individually.



SAFETY



SAFETY SURVEY

Every 12 months, Darwalla conducts a safety survey to obtain updated information on employees opinions on our safety culture and performance.

Thank you to those who took the time to respond to our 2021 Safety Survey, it shows that you care about Darwalla and are passionate about our success. Overall, the level of satisfaction with Darwalla's safety has **improved by 11%**. This reflects the hard work of everyone putting the extra effort into Act Safe & Stay Safe, but especially our QHSE team and the Best Practice group.

Our safety survey results have provided us with detailed information to help us identify the key areas to focus on in the future.



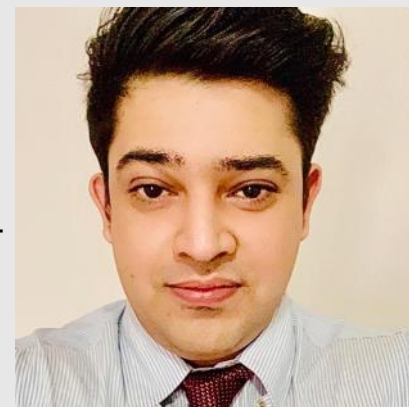
SUSTAINABILITY



Darwalla is embracing sustainability and are working together with Golden Cockerel to meet our end customers' sustainability goals.



To assist us, Hamza (pictured right) has joined Darwalla on a short-term internship to assist us with implementing environmental improvements. With a Masters in Environmental Engineering, Hamza is gathering the necessary data to measure Darwalla's carbon footprint, which will be used as a baseline for us to improve.



Chicken meat is the most sustainable land-based animal protein, so we are excited to learn more about our impacts to further improve into the future.

MEET OUR GROWERS: GUY—CRYNA ROAD

Guy is a very interesting man who has been in our industry for many years. Together with his wife Leisa, their 6 kids and business partners, Guy helps to run their 4 poultry farms located in SE QLD. They grow for Darwalla at their 5-shed Cryna Road farm in Beaudesert, with their other farms contracted to Inghams. Guy's eldest son is currently managing a 5 shed extension to Cryna Rd which will assist Darwalla with our broiler growth, while other family members are involved in key areas of their operations.

- ◆ *How did you get into chicken farming?* I'm doing a life-time apprenticeship together with my wife Leisa; we've been growing chickens for 32 years now. We started farming at Redland Bay, when Lisa's parents bought the farm, which we later purchased from them. I've received a great grounding in poultry & family businesses over this time from a variety of industry colleagues for which I'm very grateful.
- ◆ *What did you do BC (before chickens)?* I grew up in western QLD on a cattle property, married a local girl and moved to Redland Bay a few years after marriage to manage the farm, so most of my adult life has been around chickens.
- ◆ *What do you like best about your job?* I really enjoy the industry, there's some interesting people and great innovators which makes it fast-paced and exciting. I find it motivating and enjoy working with the younger generation, though I feel as an industry we could be doing more to attract the next generation.
- ◆ *If you weren't a chicken farmer, you'd be...?* Probably still agribusiness; horses & cattle which is where I started. I'd rather be outside than sitting at desk.
- ◆ *What do you do when you're not working in the business?* Being with the family is a priority. As a family we enjoy horse riding but like many people, it can be difficult to find the time. I enjoy that our family work together so we see each other a lot. We love bush walking and camping—the great outdoors.
- ◆ *What's your favourite chicken dish?* Lisa does a roast chicken in an Indonesian style called gado-gado—it's a tasty nutty sauce that's become a family favourite.
- ◆ *I have to ask...you've always grown for Inghams, so why move to Darwalla?* Being local, I've always known of Darwalla & have known Luke (broiler services manager) for a long time. Some of the older Darwalla growers were my early mentors and I've watched the company's progress closely over the years. The Darwalla growers were always happy & I was pleased with where the business was going from a farming and family values perspective. It was also a business decision to diversify.
- ◆ *Which Darwalla farmer would you like to nominate for us to meet next?* Bob Logan from Bremer farm. I've known Bob from our boarding school days, as he was good friends with my older brother.



COMMUNITY

RESPECT

Showing care for people, animals and the environment

FOODBANK PARTNERSHIP

Did you know, on average, Australian households throw 1 in 5 shopping bags of food in the bin? Darwalla is proud to support Foodbank Queensland as they work hard to ensure that the 1 million kilograms of food they rescue each month is not wasted, and goes to Queenslanders in need across our sunshine state.

In addition to Darwalla supporting Foodbank, Golden Cockerel have donated almost \$100,000 worth of product this financial year. This is one way we are living our value of Respect and looking after our communities.

Learn more about Foodbank Queensland here: www.foodbank.org.au or scan the QR code to watch a short video.



COURAGE

We persist and persevere to continuously improve

IMPROVEMENTS

SHAREPOINT TRAINING

Earlier this year we identified a need to improve our use and knowledge of Microsoft SharePoint. As a result, a user survey was conducted and from this we developed a series of training sessions and improvement workshops which we are currently rolling out.

The suggestions from these workshops have been developed into action plans and include :

- ⇒ Making the site page the default SharePoint landing page
- ⇒ Developing site and departmental dashboards and benchmarking pages
- ⇒ Adding a site for sharing labour between sites during peak periods
- ⇒ Creating quick links to: farm calendars (Birds in, clean out, etc), training calendars, new employee, labour hire and contractor induction requirements & frequently used documents

Further SharePoint improvement workshops are scheduled for the Feedmill, Development, Finance and Broiler teams in May. Many thanks to Phil and Bob for facilitating the training.

WELLBEING



CANCER AWARENESS

This next quarter we will focus on cancer awareness. We have all been touched by cancer in some form; did you know half of us will be diagnosed with cancer by the age of 85?

Cancer is a disease of the body's cells and it does not discriminate—any ethnicity, gender or age could suffer from the various types of cancer. The Cancer Council undertakes research, advises on cancer prevention and offers support to those impacted by cancer.



To kick off our cancer awareness, how about hosting a morning tea at your workplace during May? There will be a COVID-safe **morning tea at the Mt Cotton office on Thu 27th May**. Claudia will email information closer to the date.

For more information, click on the image or go to: biggestmorningtea.com.au



STAYING WELL



COVID VACCINATIONS

COVID vaccinations are slowly rolling out. While some of us will be getting the job earlier, most of us will need to wait for a few more months. But what can we do in the meantime to stay safe & prepare?

1. Get your flu vaccination. Darwalla will reimburse the cost of the vaccination for employees.
2. Check your eligibility for the free COVID vaccination [here](https://www.healthdirect.gov.au/covid-vaccine) or go to: covid-vaccine.healthdirect.gov.au/eligibility
3. Stay safe by continuing to practice good hygiene, physically distance and staying home and getting tested if you feel unwell.

For all the updated information, visit [health.gov.au](https://www.health.gov.au) or click on the image.

