



PEOPLE



RECORD PIF!

Sothy, Travis, Gail and Mick—the team from our Gatton 17-24 farm have broken our Darwalla PIF record in batch 221 with a final score of 459.95! Sothy’s team combined have over 50 years experience growing both breeders and broilers for Darwalla, so they know a good chook when they see one!

This is the culmination of long-term efforts across Darwalla’s supply chain to improve and shows how much work everyone has been putting in. It’s amazing to reflect that we were celebrating a 403 PIF in January 2017.

Sothy joins an exclusive team of our growers who have already achieved over a 450 PIF:

- ⇒ Marcel - Mt Hallen (twice!)
- ⇒ John - Coinda (twice!)
- ⇒ Matt - Milora (twice!)
- ⇒ Brett - Gatton 1-8
- ⇒ Ian - Monarch (Ford Rd)



COURAGE
We persist and persevere to continuously improve

CHINESE NEW YEAR 新年快乐



Friday 12th February marked the beginning of the year of the Ox in the Chinese calendar. If you are born in the year 1937, 1949, 1961, 1973, 1985, 1997, 2009 or if you’re a baby born in 2021 then you’re born in the year of the Ox. Oxen are known for being hardworking and reliable, so hopefully you have a few oxen in your team!

Phil’s wife Amanda kindly prepared some Iron Eggs to celebrate Chinese New Year and to share with his colleagues. Iron Eggs are a delicacy from Taiwan and are boiled numerous times over many days in a herbal soy mixture, which colours the eggs and gives them a sweet and salty flavour. Thanks for sharing your culture & tasty treats with us, Phil!



UNITY
We work
together as a
team for
common goals

SERVICE AWARD

Samantha (Sam) clicked over 10 years with Darwalla. Sam is pictured below celebrating this milestone with David (CEO), Danny (Breeder Operations Manager), Jonathan (Operations Manager) & Tony (Back Plains Farm Manager).



WELCOME TO DARWALLA

January was a busy month with new arrivals, especially in our hatchery.

Hatchery: Jim, Lincoln, Colby, Christopher, Daniela, Nadia & James join the Cheeky Chicks

Broiler Services—Gatton: Nitin (pictured at right) joins Luke, Will & Amanda in assisting our broiler farmers to grow great chicken. Nitin will be based in Gatton so will look after our western growers.

Hendon: Prudhvi joins the Hendon Pirates

Welcome to all our new starters!



MEET OUR GROWERS: SANDEEP—MOON RD

Sandeep is another fairly new addition to our farming team, since 18 Oct 2018 with 7 sheds on his farm at Blenheim in the Lockyer Valley. Sandeep owns another poultry farm

- ◆ *How did you get into chicken farming?* Family friends introduced me to it about 7 years ago. My family is from a farming background in India, so I always knew farming of some kind would be part of my life.
- ◆ *What did you do before you joined Darwalla?* I grew for Baiada.
- ◆ *What do you like best about your job?* I like to work with my hands & work outside. It's better than staring at a screen working in an office!
- ◆ *If you weren't a chicken farmer, you'd be...?* If I wasn't chicken farming I'd be doing some kind of business. I migrated to Australia from India in 1996 aged 18 and I started my first business at age 23, so I'd be keeping busy.
- ◆ *What do you do when you're not in the sheds?* Spending time with family & occasionally going on holiday but it has be difficult during COVID. I'd love to visit Europe or Canada sometime in the future.
- ◆ *What's your favourite chicken dish?* North Indian Punjabi chicken curry cooked by my wife.
- ◆ *Which Darwalla farmer would you like to nominate for us to meet next?* Tim from Springbank. He's a good bloke - the Darwalla growers are a great bunch.



GOLDEN RULES

For those within Darwalla, you will have noticed our safety training is being re-vamped. Our QHSE (Quality, Health, Safety & Environment) team have been putting together site-specific training for our 5 Golden Rules. Identifying and highlighting specific risks within a work area means the training is more relevant with the aim of preventing harm to our people.

Our 5 Golden Rules represent 90% of all safety incidents in Darwalla over the past 10 years:

1. Machine Safety
2. Electrical Safety
3. Slips, Trips and Falls
4. Repetitive Movements
5. Chemical Safety

You will have noticed the new training already for Machine Safety & Chemical Safety, with Slips, Trips and Falls training next to be updated.

Look out for these new handy pocket reminders to keep safety front of mind. They will also be included with induction packs so new employees will be aware and be armed with tips to stay safe.



WELLBEING



BUDGETING

February starts our Financial Wellbeing quarter with good old BUDGETING!

Setting up a budget gives you a clear picture of your income and expenses. It can help you to spend less and save more to achieve your financial goals.

To watch a short video to show you how easy a simple budget is, click [here](#) or watch at <https://www.youtube.com/watch?v=OI6RyLouMZ0>

The Government's MoneySmart website has some great tools to get you started.



Click [here](#) or go to

<https://moneysmart.gov.au/budgeting>

COURAGE

We reward our successes and learn from our mistakes

IMPROVEMENT



PRE-EMPLOYMENT MEDICALS NOW AVAILABLE IN WARWICK

Thanks to Kyle from our Killarney farm who has improved the experience of our new employees through his suggestion to offer a pre-employment medical from Warwick.

Kyle took the feedback he had received from new employees at Killarney and passed this onto Anna, who coordinated for the pre-employment medical to be undertaken both in Warwick and Toowoomba.

Kyle made this simple suggestion just before Christmas and Anna had the process set up less than a month later. Thanks to Kyle for the idea and to Anna for making it happen!

OWNERSHIP

Taking care of the company and our customers