

COURAGE

We reward our successes and learn from our mistakes

PEOPLE

Please excuse the lack of newsletter in December and enjoy catching up on all the news at Darwalla for the past couple of months!

CERTIFICATE IV Graduation

Congratulations to our Certificate IV graduands, who enjoyed a well-deserved graduation dinner, held at the end of October at the Grand View Hotel in Cleveland.

Our 10 graduands commenced this dual Certificate in Competitive Systems and Practices (Lean manufacturing) and Leadership and Management way back in October 2019, but with all the disruptions caused by COVID lockdowns, the course was stretched over almost 2 full years. Thank you to our trainers Wendy & Les and to our colleague Bob, who supported in the background.

Displaying great courage and perseverance to complete these qualifications, are our graduands pictured below with David Greaves, a fellow graduate.

Top row from left: Danny, Craig, Will, Amanda, Dave

Bottom row from left: Anna, Juan, Amanda, Lava



WELCOME!

We are pleased to welcome the following people to the Darwalla teams:

William—Killarney Rearing farm

Kbrom & Abdu—Victoria Hill Breeder farm

Sukhwant—Back Plains Breeder farm

Charlotte—Laidley Rearing farm

Indika—Hendon Breeder farm



Mimi—Training & Development Officer, Mt Cotton

When COVID allows, you'll be seeing more of Mimi (pictured above) around Darwalla. Mimi joined the QHSE (Quality, Health, Safety & Environment) team just before Christmas as our Training & Development Officer, taking over from Bob who has moved into Sustainability & Continuous Improvement.

Mimi has a diverse working background across defence, manufacturing and the education sector. She's passionate about helping people reach their goals and will be channelling her skills into Growing our People. Welcome Mimi!

Scott—Livestock Manager, Mt Cotton



Scott (pictured left) will be joining Darwalla at the end of January as our Livestock Manager, filling Jonathan's previous role.

Scott comes to us with a wealth of poultry experience, gleaned during his 20+ year career across all areas of poultry production. He will join the Senior Leadership Team, being responsible for all of the Darwalla farming side, including rearing, breeders, hatchery and broilers.

We are excited to welcome Scott to the Darwalla fold and look forward to working together as:

One Team Growing Great Chickens

SERVICE RECOGNITION

The delivery of the Darwalla jackets continued at Hendon, pictured from left is Jonathan, farm manager Mark, Delma and Daniel.



REFLECTIONS ON 2021

Here are some interesting statistics from 2021:

- We rewarded our staff, giving away over 130 gift vouchers
- On-time safety training improved by an average 47%
- Our breeders celebrated the highest settable egg production in a farm, with Mt Molar reaching an all-time record for Darwalla
- We hatched around 12.5% more chicks in 2021
- We welcomed 6 new broiler farms into the Darwalla fold, increasing our floor space by around 17%
- The Adare team set a new PIF record of 465.53
- The number of birds processed increased by 10%

MEET OUR GROWERS: STEVE—ADARE



Steve first grew for Darwalla at Brisbane Valley Protein's Springbank farm and after a year off, is now managing the new Pro Ten Adare complex. The first batch completed in December with a Darwalla record of PIF465.53. Steve is very proud of the result, noting that everything had to fall into place to achieve such a great result; good birds, environment, feed & care. The record result was achieved with the help of Vickie & Norm, who used to grow for Darwalla in the Northern Rivers.

How did you get into chicken farming? I came to Australia from the UK in 2014 with the intention to run a water plant in Blanchetown, South Australia, but ended up growing free range birds instead! I managed an Inghams farm for a few years, then moved north to QLD with Inghams initially, before moving to grow at Springbank and now Adare.

What did you do BC (before chickens)? Prior to moving to Australia, I was a plumbing & heating engineer in London, so it's been a big learning curve to get into chickens. While living in London, I came to Australia to visit my sister on the Gold Coast & decided to migrate. I lived in London for 20 years but my son was young & I wanted to give him a better upbringing.

What do you like best about your job? I love being outside & not being stuck with the same job day after day. There's a variety—maintenance, animals, admin, people—and it's great when it all comes together at the end of the batch.

If you weren't a chicken farmer, you'd be...? I had my own company in London, so probably be project managing in construction.

What do you do when you're not working in the sheds? Sport! My son plays a lot of sport, so I'm always ferrying him around to his various events. We love camping & outdoors when we're not running around with sport. I used to enjoy mountain bike riding in the UK so would like to try that again.

What's your favourite chicken dish? I'm a traditionalist—I love a roast, with roasted potatoes, brussell sprouts, Yorkshire pudding and gravy.

Pictured at top: Steve & son Jean-Paul

Pictured from left: Steve, Norm & Vickie



SUSTAINABILITY UPDATE

In 2022 you will start hearing more about Darwalla's sustainability plans and projects. These initiatives are aligned with the United Nations Sustainability Goals, Darwalla's core values and Corporate Social Responsibility mandates. When implemented they will have a positive impact on our people, planet and prosperity.

Each of the sites QHSE Best Practice Advisors will be receiving training in February/March as an introduction to the program. Get onboard as we will be encouraging all staff to become "Sustainability Champions" both at work and in their communities. Here's some of the recent initiatives:

- ⇒ Claudia's coffee and battery recycling initiatives
- ⇒ Recycling of cool pads from our breeder farms via Endeavour Foundation
- ⇒ Metal and plastics (chemical containers, vaccine bags, etc) recycling at Breeder production farms
- ⇒ Additional Council recycling bins for Mt Cotton
- ⇒ Aleksandra's suggestion to produce a printer-friendly newsletter, reducing toner usage

CLEAN UP AUSTRALIA WEEK



Have you discussed your site or community clean up with your manager yet? 1st March is Business Clean Up Day and we'll be scheduling a site clean up in all of our facilities – work with your team to identify an area to focus on.

You could also get involved in your community "Clean Up Australia Day" event on Sunday 6th March, for more information go to: <https://www.cleanup.org.au/>

ECOBIZ AWARD

Darwalla appreciates sustainability means future-proofing our business. Our actions in the area of sustainability have already been recognized by the Queensland Government. As ecoBiz Star Partners, Darwalla was recognized for a reduction in their energy, water and waste usage intensity. Pictured at right (crouching) is Juan who accepted the award on behalf of Darwalla. Thank you to all those involved, especially the QHSE Feed Mill, Laidley, Hendon and Hatchery teams.



SAFETY

UNITY

We share our successes and trust each other

SAFETY AWARD



Jodie from our hatchery has been recognized for a Safety Award.

As the workplace with the most staff and lots of hazards, Jodie is dedicated to keeping her hatchery colleagues safe at work. As such, Jodie has been recognized for her ongoing commitment to work, health and safety. Jodie was presented with her award at the Allora Christmas party, adding to a fun evening.

COVID UPDATE

Most workplaces and many employees are now feeling the impacts of COVID. We are as prepared as we could be, thanks to the support and actions of every individual employee.

We are trying to keep our people safe at work using a combination of Smart Badge contact tracing technology and Rapid Antigen Tests, but it is as important as ever to please continue to be vigilant with your hygiene and stay home if you are feeling unwell.

OWNERSHIP

Taking care of the company and our customers

WORKPLACE HEALTH & SAFETY TRAINING

With the revised Training Portal and follow up's, we have taken our safety training completions on time from an average of 52% completions in 2019 to consistently over 99% each month – a big thankyou for everyone completing their training on time.

More importantly, the increased focus on the Top 5 Hazards at Darwalla has helped reduce our injury rate significantly in the last 6 months.

CONTINUOUS IMPROVEMENT

In July 2021 we started to benchmark our Continuous Improvement progress and developed site/team specific action plans, some of the key results to date include:

- ⇒ Updated Visual Boards
- ⇒ Increased staff engagement and communication
- ⇒ 5S events on most sites
- ⇒ Focused improvement activities

COURAGE

We persist and persevere to continuously improve

DARWALLA GIVES AT CHRISTMAS

Thank you to our team of Darwalla employees & family members who helped Darwalla pack 300 boxes of foodstuffs for Foodbank.



It was a great example of how we work together for common goals.

Foodbank will distribute these boxes to families in need, and are especially helpful after emergency events such as flooding and bushfires.

CHRISTMAS HAMPERS

This Christmas, we gave our work areas some empty Foodbank boxes to fill and donate to Foodbank charity members in their local community. Many boxes of foodstuffs donated by Darwalla employees were delivered to the Lighthouse Community Centre in Warwick and the Champions Church in Victoria Point.

Thank you to everyone involved—those who donated items & those who delivered the boxes. Your generosity warmed many hearts this Christmas.

BREEDER CRICKET MATCH

Next Friday the 28th January will see our Breeder cricket teams Back Plains & Mt Molar face off against rivals Victoria Hill-Hendon.

Cheer on the teams at Ernest Peak Park at Drayton (outside Toowoomba) from 4.30pm for a 5.00pm start.

