



PEOPLE

UNITY

We are supportive and positive through good and bad times

Christmas celebrations

A huge thank you to those who worked over Christmas. Wishing you all a safe, happy & healthy 2021!



The Back Plains team celebrating Christmas at a restaurant in Toowoomba. From left: Tracey, Brahma, Kaylene, Amrit, Samantha, Parvinder, Sandhya, Jasvir, Sital & Dinesh.

The Mt Cotton office enjoyed a meal together at the Alexandra Hills Hotel. From left: Bob, Amanda Dickie, Anna, David, Bec, Ravi. Continuing around the table from back right: Phil, Claudia, Loretta, Amanda Dalrymple, Will, Jonathan & Luke.



Breeders Cricket Competition



Just prior to Christmas, the Breeder lads dusted off their bats for a friendly game of cricket. Dodging rain showers, they managed a fun yet competitive afternoon, with the result of the combined Mt Molar/Back Plains team (above) overcoming the Vic Hill/Hendon team (below).



Welcome to Darwalla

In the month of December we welcomed Seth, Reece, Ty and Joshua to Killarney rearing farm and Jason to our hatchery. Welcome to the team!

Meet our growers: Matt — Milora farm

It's serendipitous that we're interviewing Matt this month, just as he's celebrating reaching a 450 PIF for his last batch! Matt started growing with us in early 2018 & has 6 sheds at Milora, in the Scenic Rim.

- ♦ *How did you get into chicken farming?* Through my parents, I have grown up with it and am carrying on the family business.
- ♦ *What did you do before you joined Darwalla?* I grew chickens for Steggles, we joined them in 1976 and stopped growing for them when they withdrew from SE Qld.
- ♦ *What do you like best about your job?* The flexibility to raise a family in a farming environment.
- ♦ *If you weren't a chicken farmer, you'd be...?* A firefighter, I was a paid firefighter for 15 years, a very rewarding job.
- ♦ *What do you do when you're not in the sheds?* I enjoy getting out and about and doing things with the kids.
- ♦ *What's your favourite chicken dish?* Any chicken curry
- ♦ *Which Darwalla farmer would you like to nominate for us to meet next?* Sandeep from Moon Road.



IMPROVEMENTS

COURAGE

We persist and persevere to continuously improve

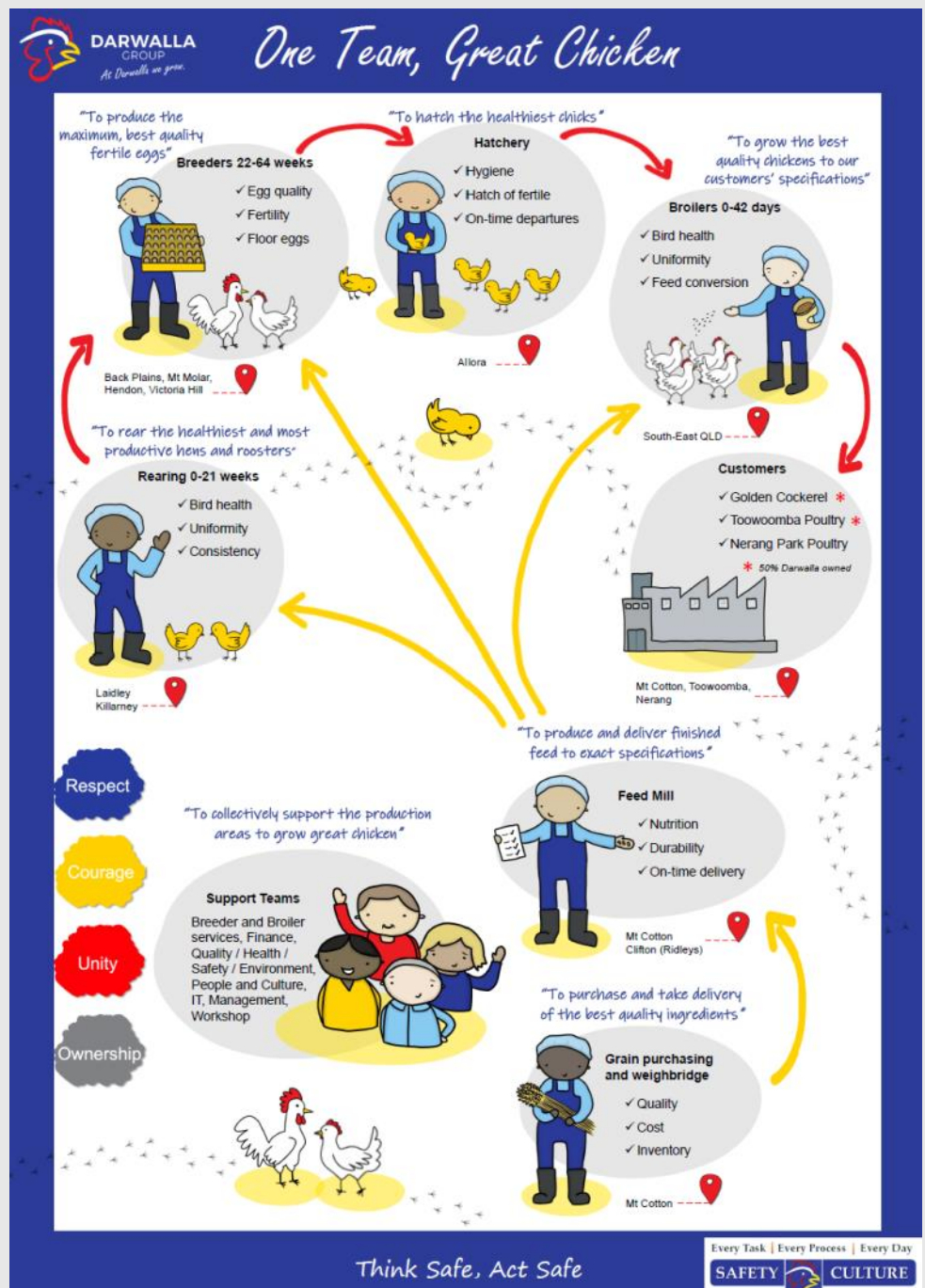
STRATEGY MAP

When people ask ‘what does Darwalla do?’ and while it is simple to say ‘we grow chickens’, sometimes it can be difficult explaining the detail of Darwalla’s integrated business areas. It can also be daunting for new people to understand where they fit in within the business and why their job is important.

To that end, we have created a strategy map which is a visual representation of what Darwalla’s people do in each area, where it fits in the process, the key focus of each area and—most importantly—why we do what we do.

The idea is that we can share this widely, for our internal people and external stakeholders, so everyone can easily understand what we do at Darwalla.

Posters will be delivered to sites over the coming weeks and .pdf copies are available via our SharePoint intranet site (from the front page, go to ‘admin tools’ & ‘Darwalla Branding’).



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ORGANISATIONAL ANNOUNCEMENT

Darwalla has reached an agreement with ProTen to develop the Adare Broiler complex. Under the agreement Darwalla will sell the property with development approval to ProTen. Over the next year, Pro Ten will build two modern six shed broiler farms on the site. The farms will be contracted under a long-term agreement to grow livebirds for Darwalla.



ProTen is Australia's largest broiler growing company. They own and operate almost 500 sheds across Australia, representing around 17% of Australia's broiler production. The Adare Complex represents a significant boost to our growing capacity and a welcome addition to our growers' group.

This agreement marks a milestone in the Adare project which started over a decade ago and it has taken persistent effort to achieve this outcome. Special mention must be given to David Bray, our Development Manager, who has driven the project for the full course.

Earthworks at Adare are due to commence early in the New Year with sheds to be built by Santrev for placement mid-2021.

RSPCA & TUROSI AUDITS

Although RSPCA audits occur virtually year-round, the Turosi audit—like Christmas—comes around just once per year.

This year our Laidley rearing farm, the hatchery and Tim & Lee from the West Road broiler farm were scrutinized head to toe, with all being in order.

Thank you to all those involved on the ground; there's too many of you to mention & I'd hate to forget someone. Special thanks though to Amanda Dickie, who is our behind-the-scenes paper-wrangler!

OWNERSHIP

We own our
work—it is our
legacy

ENGAGEMENT SURVEY

OWNERSHIP

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



Many thanks to those who gave us feedback in our bi-annual engagement survey. It is pleasing to see a slight overall improvement in how people feel about working for Darwalla, but also sobering to see some areas where we need to improve.

There was a slight decrease in the number of participants, but the information we have is valuable. It will be used to inform work areas on where they are doing well, and where they need to improve, as well as guiding our People and Culture strategy.

If you ever want to give feedback, you don't need to wait for an engagement survey. You're always welcome to drop into the office or please email: hradmin@darwalla.com.au

COVID19 UPDATE

COURAGE

We welcome challenges and see problems as opportunities

As you have no doubt seen in the news, COVID19 is still spreading with outbreaks currently occurring throughout Sydney.

We ask that you continue to remain vigilant and follow the Government guidelines regarding hygiene, travel and hotspots.

To keep abreast of the current situation, click [here](#) or visit: www.covid19.qld.gov.au/

The 'New NORMAL'



Maintain physical distancing (1.5m)



Wear a mask when distancing is not possible (particularly in enclosed spaces)



Maintain good hand hygiene



Stay at home when sick



Collection of contact details to allow for effective contact tracing



Rapidly responding to outbreaks



Travel restrictions from hot spots



COVID Safe Plan or Checklist in place



WELLBEING

EAT FOR HEALTH



RESPECT

We communicate openly, honestly & carefully

January is our final month for the Physical Wellbeing focus.

It is the time many of us consider New Years resolutions and how to shift those extra Christmas kilos! While there are always many different diets being touted, simple healthy eating should be a year-round goal.

Click [here](#) for a short video to explain the Australian Guide to Healthy Eating or view it at www.youtube.com/watch?v=QKWa3bRa4aM.

And to answer all those dietary questions and for advice and tips, click [here](#) or visit: www.eatforhealth.gov.au/

Here's to a happy & healthy 2021!

RESPECT

We treat each other the way we would like to be treated

COMMUNITY

Some of Darwalla's keen golfers participated in a charity golf day at Allora, organised by our electrical contractor Will from Willy's Wiring.

Darwalla sponsored a hole and about \$4800 was raised on the day. These funds help support families of sick children through the Ronald McDonald House.

