



UNITY

We work  
together as a  
team for  
common goals

# Engagement survey results

A big thank you to those of you who completed the engagement survey in June. We had both the most responses and best result since we've been conducting this survey. The free-text responses have been shared with managers to discuss with their people and this feedback has informed the actions we will take in the next 12 months.

A summary of the responses were:

⇒ **How can we make Darwalla better?**

More recognition, better communication, more training/development, more money, more equality/fairness, more accountability.

⇒ **What is the major strength of Darwalla?**

Great people working together, the culture, teamwork, our drive to improve, care for our people, management.

⇒ **What can my supervisor/manager do to engage me?**

Give me feedback, develop/train me, engage with me, praise me, value the work I do, show compassion, communicate better.



Left: Some of the Mt Molar team celebrating the end of a batch.

They have now placed the Killarney birds, including in their new 6th shed.

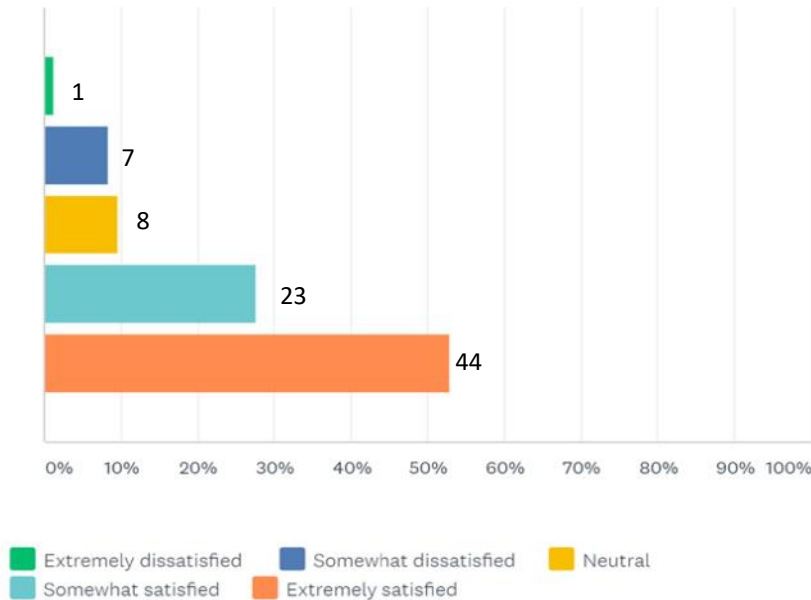
# Engagement survey results

## COURAGE

We persist and persevere to continuously improve

On a five-point scale, how satisfied are you with Darwalla as a place to work.

Answered: 83 Skipped: 1



The graph above is a summary of all responses (84 responses from 143 employees). Overall, the outcome appears very good, with over half of the respondents 'extremely satisfied' working at Darwalla, however we're aware that we're still not capturing the responses from all of our people.

It's also heartening to see so many responses praised our people—that's you! We value each other and we will continue to listen and work together to grow as a team.

## Welcome!

## UNITY

Working as one

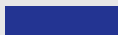
A warm welcome to our newest team members:

- ◆ **Edward** (pictured left) has joined us as the Maintenance Manager at the Allora Hatchery.
- ◆ **Naga** and **Satish** have joined the Mt Molar team as farm hands.
- ◆ **Kiran** and **Deegala** have joined the Victoria Hill team as farm hands.



*Welcome to Darwalla!*

# Reward & recognition



## OWNERSHIP

We lead by  
example and  
take pride in our  
work

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Across the business, Darwalla is filled with extraordinary people who go the extra mile. Here's some of the latest good news stories:

**Deniss** (Hatchery): excellent Hatch of Fertile for April, May & June, with an average of 95.7%

**Amanda** (QHSE): overall commitment and assistance with RSPCA audits

**Luke** (Broilers): RSPCA audits. Luke & Amanda were complimented by RSPCA saying it's the best video assessments so far, in the country!

**Amanda** (Broilers): ongoing work resolving Nerang weighbridge issues

**Alex** (Weighbridge): assisting Golden Cockerel with weighing product while they sort out their load cells

**Kyle** (Killarney): much improved visual board and 5S work

**Tony** (Back Plains): excellent start to the new flock.

**Aleksandra** (Hatchery): excellent tour of the hatchery for the new CEO of Golden Cockerel. General neatness and presentation of the hatchery.

**Sam** (Mt Molar): his positive attitude leading his team to ready the farm ready for the new batch in a high pressure situation.

**Mark** (Hendon): excellent comments from various people on his leadership & farm management.

## Checking in...

### RESPECT

We empower,  
support and  
take care of  
each other

- Remember our Employee Assistance Provider **AccessEAP** is available for free & confidential telephone counselling for you & your immediate family.
- They can assist for a variety of issues, such as stress, anxiety, depression or financial concerns.
- Helpful tips can be found on our SharePoint site, just click on the Access EAP logo on the home page.



For assistance, call **1800 818 728**



# Service recognition

Our service award recipients showed extra patience as COVID forced some delays in the delivery and no handshakes!



Left: **Chrissy** from Mt Molar has worked across many of our farms over 15 years

Below: **Tony** from Back Plains celebrates with his Dream Team, having worked with Darwalla for 10 years.

Bottom: **Jammie** from Killarney has been rearing our beautiful breeder birds for 10 years.



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Working as one

# Project updates

## COURAGE

We welcome challenges and see problems as opportunities

Despite a few hiccups with delayed deliveries & interstate installers because of COVID restrictions, our rearing & breeder expansion continues to the original plan.

- \* Laidley, Killarney & Back Plains (pictured below) are all in full swing, with their sheds complete & in use.
- \* The Mt Molar sheds (pictured below in the distance) were finished *just* in time; probably a little close for comfort!
- \* Victoria Hill's slab has been poured & shed building has commenced.
- \* Hendon's earthworks are complete & their 6th shed will be ready in time for Santa!



## In other project news...

- ♦ The hatchery's new setters are installed & ready to go. This means the hatchery is getting close to full capacity
- ♦ Town water connection to Stern Rd & German Church farms will commence soon, with all approvals & plans complete
- ♦ Mt Manning & Sandy Camp applications have been lodged for future rearing & breeder farms, as reported in the Toowoomba Chronicle & Allora Advertiser!





# Project pics



Top right: Back Plains

Middle left: Victoria Hill

Middle right: Hendon

Bottom: Hendon

Thanks to our photographers  
Sam, Mark, Jon & Danny.





# Job referral program

## What?

We've started a job referral program; refer someone for a job at Darwalla and if they are appointed and successfully complete probation (6 months), then we will reward you with a \$100 gift card.

## Why?

We all want to work beside great people, so who's best to judge who would make a great colleague—YOU!

## How?

Grab a referral card to give to your friend (these will be distributed), snap a picture & send it to them, use the Q-Reader, or direct them to the Darwalla website. When they make their online application, they nominate you as the person who referred you....easy!



Photo by Anna Samoylova on Unsplash





# RESILIENCE CALENDAR: JUMP BACK JULY 2020



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY



**We can't control what happens to us,  
but we can choose how we respond**

5 Avoid

saying "must"  
or "should" to  
yourself today

6 Put a problem

in perspective  
and see the  
bigger picture

7 Shift your

mood by doing  
something you  
really enjoy

8 Get the basics

right: eat well,  
exercise and go  
to bed on time

9 Help someone

in need and notice  
how that gives you  
a boost too

10 Don't be

so hard on  
yourself. It's ok  
not to be ok

11 Reach out to

someone you trust  
and share your  
feelings with them

12 When

things go wrong,  
be compassionate  
to yourself

13 Challenge

negative thoughts.  
Find an alternative  
interpretation

14 Set yourself

an achievable  
goal and make  
it happen

15 Go for a

walk to clear your  
head when you  
feel overwhelmed

16 When things

get tough, say to  
yourself "this too  
shall pass"

17 Write your

worries down and  
save them for a  
specific 'worry time'

18 Let go of

the small stuff and  
focus on the things  
that matter

19 Notice

something positive  
to come out of a  
difficult situation

20 Ask yourself:

What's the best  
thing that can  
happen?

21 If you can't

change it, change  
the way you  
think about it

22 Make a

list of 3 things  
that you can feel  
hopeful about

23 Remember

that all feelings  
and situations  
pass in time

24 Choose to

see something  
good about what  
has gone wrong

25 Notice when

you are feeling  
judgemental and  
be kind instead

26 Get back in

touch with a  
supportive friend  
and have a chat

27 Write down

3 things you're  
grateful for (even  
if today was hard)

28 Catch

yourself over-  
reacting and take  
a deep breath

29 Think about

what you can  
learn from a  
recent challenge

30 Ask for

help from a loved  
one or colleague.  
Be specific

31 Remember

that you are not  
alone. We all  
struggle at times

## ACTION FOR HAPPINESS



actionforhappiness.org

Daily actions to look after ourselves and each other as we face this global crisis together

Keep Calm · Stay Wise · Be Kind



# Maintain a positive outlook