

## MESSAGE FROM OUR CEO



With the current economic situation, be it personal or us as a business, it is natural to feel overwhelmed and uncertain. One thing that *is* certain though, is if we stay the course and stick with our processes, we can make it through this challenging time. Performance in general has been below par for us a business which is difficult as we do strive for the best. This plus high feed prices and other cost pressures have had a big impact. Each and every person must focus on what they can influence and look for ways to create value.

You all have been working hard to ensure continued operations despite the challenges, and we appreciate your commitment and efforts. We thank you for the hard work you put in every day - without you, we would not be able to get through this.

We understand that times may be tough now, but we are also optimistic about the future. The business as a whole is growing and there are many exciting projects on the go. It is important to trust our business and processes as we grow for the future. This trust in our strategy and our people will help to navigate the uncertain waters of the current economic situation and lead us to success.

It takes resilience, creativity, and teamwork to make a difference. We are grateful to have a team that embraces these qualities and works together to find creative solutions to difficult problems. By staying the course Darwalla will come out stronger than ever before.

Thank you to all our people—employees & contractors—for your unwavering dedication and commitment.

## PROJECT UPDATES

Our new breeder production farm Bony Mountain, is well under way & due to place birds in June.

Here is a recent photo, though it is already out of date as all rooves are now in place, with internal installations commencing at the end of March.



## FAREWELL ROB

Rob has been an integral part of the feed mill team for almost 18 years, working his way up to day shift supervisor. We thank Rob for giving Darwalla his best years and wish him all the best in his next adventure!

Pictured below is most of the feed mill & maintenance team, who gave Rob a BBQ brunch as a send-off.

From left: Gary, Alex, Gavin, Mick, Dave, Steve, Darcy, Allan, Sam, Rob, Craig and Bill. Cleverly avoiding the camera (or busy working) were Matt, Adam, Andy, Pera, Jason + the night shift boys Joel, Corey & Mikey.



## WELCOME

This month we welcome the following people to Darwalla:

- Jenny (pictured at right) & Deshaja have joined the Hendon team
- Brothers Alex & Ashley have joined the Sandy Camp team
- And Kelly has joined the Killarney team just in time for placement of their new flock

## UNITY

Working  
together as a  
team for  
common goals





## PASSPORT PROGRAM

Prior to COVID, we encouraged our teams to visit different parts of the business to understand more about each other's roles.

The Killarney team are the first to restart this 'passport' program' when they visited Julia's free range farm & continued on to do a tour of Golden Cockerel. They were impressed at the additional efforts to maintain biosecurity for free range, keeping our birds 'biosecurer'.

Below pictured from left is the Killarney team suited up to enter the sheds: Bec (Killarney 2IC), Reece, Angus, Sam (Breeder Manager), Mark & Kyle (Killarney manager).



Pictured from left are the same crew enjoying some morning tea in the office

## INTERNATIONAL WOMENS DAY

To celebrate some of the great women at Darwalla, we invited some of our influential ladies for an International Women's Day lunch organised by the Redlands Coast Chamber of Commerce. Held at the beautiful Wellington Point Farm House, we enjoyed a beautiful meal and each other's company. Pictured below from left: Loretta, Amanda, Lou, Kate, Bernie, Sam, Bec, Anna & Mimi

Our CEO Jonathan recorded a special message for all the women of Darwalla, which can be [viewed here](#) or by visiting [https://darwalla.com.au/wp-content/uploads/2023/03/2023\\_Womens\\_Day\\_YT.mp4](https://darwalla.com.au/wp-content/uploads/2023/03/2023_Womens_Day_YT.mp4)



The ladies at Back Plains were treated to flowers and chocolates for International Women's Day!

Pictured from left are Tracey & Kaylene



## INTERNATIONAL WOMENS DAY

The Hendon team celebrated their ladies as a team at the Clifton pub, with some of the ladies pictured below (from left) Jenny, Jill and Leigh-Ann



## COURAGE

We persist and  
persevere to  
continuously  
improve

## SERVICE RECOGNITION

Sam McLary (pictured at right) reached his 10 year milestone with Darwalla. Sam started working as a youngster at our Killarney farm, where he commenced as a farm hand.

Sam worked his way to assistant manager, then manager of Killarney rearing farm, before moving across to breeders at Mt Molar. Sam is now our breeder operations manager & is one of our many employees who have grown together with Darwalla.

Congratulations, Sam!



## APPRECIATION—DAVID BRAY

Our nutritionist Karen, who was profiled in our May 2022 newsletter, has nominated our Development Manager Dave Bray to be profiled in our newsletter.

In nominating Dave, Karen says: *I have worked with Dave for 27 years and he is a very humble quiet achiever. Many people would not know just how much Dave does for Darwalla, the Australian poultry industry, the Australian and international feed industries. Added to this, when there is spare time, he is involved in Rotary. We have fun, have lively research conversations and we get the job done. He is fair, supportive, encouraging and just a great guy!*

### What is your history with Darwalla?

I started collecting eggs aged 11, as my Dad was the breeder manager at the Capalaba farm, which is now where MyHorizon is located. I moved to Mt Cotton aged 14, where my family lived up behind the hatchery. I started working in the hatchery, feed mill & broilers at Double Jump. There was also some truck driving & chicken catching in between!

I finished high school then studied Artificial Breeding of Cattle at Longreach Pastoral College, before working for a time with Elders as a merchandise manager in Longreach, Mitchell & Roma. I married the boss's daughter (Anna) along the way & we moved to Gatton in 1992 to build, then run, what was then Darwalla's breeder complex and now our broiler farms.

We came back to Mt Cotton where I did the livestock planning, including some quality & HR, then moved into maintenance & building role, including new developments, which has all morphed into my current role as Development Manager.

### So what roles at Darwalla haven't you done?!

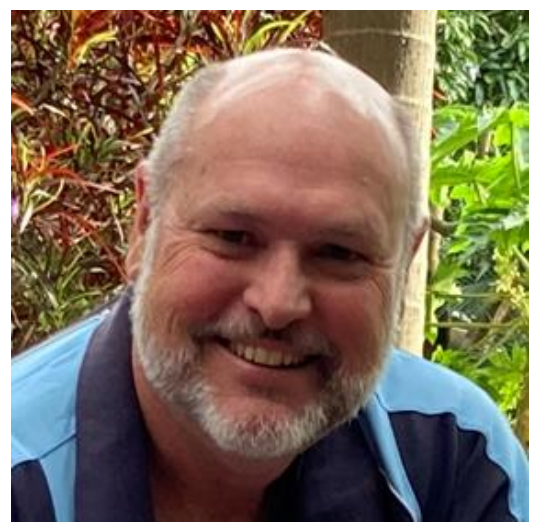
Finance & IT.

### What achievements are you most proud of?

The facilities we've been able to build over the time & the people I've worked with. We're in the midst of finishing Bony Mountain breeder farm & the hatchery extension is well underway. Some day I'd like to retire!

### Who is one person you appreciate in Darwalla?

Anthony Matthews, our electrical contractor. Although he's a contractor, Anthony is a real part of the Darwalla family. We'd be lost without him as he's got such deep knowledge of our electrical systems.





## FINANCIAL EDUCATION

Through our partnership with the Commonwealth Bank, Darwalla can offer employees financial education with CBA's information webinars.

### **Financial Wellbeing for Women—May (date to be advised)**

You'll find out about some of the unique financial challenges that women experience and how to overcome them. You'll also get the tools and information and practical tips to help you build financial independence, become financially secure and enhance your financial wellbeing. To register, contact Anna or Kate or email [hradmin@darwalla.com.au](mailto:hradmin@darwalla.com.au)

### **Supporting employees to achieve their home lending goals**

We understand that buying a first home or wanting to refinance can be overwhelming. There are also people dealing with uncertainty as they have a fixed rate that is due to expire.

To support our employees to achieve their home lending goals and guide them each step of the way, attached is the latest CommBank home loan offer, with a complimentary 'Offer to Assist' where employees can get tailored support from a CommBank Specialist. Click on the picture below or register at <https://au.eventscloud.com/cbahomebuying>

**Whether you're buying or refinancing, our Home Lending Specialists can support you every step of the way to achieve your goals. Book an appointment today to talk to a Commonwealth Bank Lending Specialist.**



## SUPERANNUATION

Curious to know how much super you should have for your age?

Many of our employees are members of Australian Retirement Trust, which is the joining of superannuation companies Sunsuper and QSuper. To find out more, click on their logo or visit:

<https://www.australianretirementtrust.com.au/learn/education-hub>



## SAVE THE DATE!



Darwalla will again raise funds (and eat cake!) for the Cancer Council's Biggest Morning Tea fundraiser, to be held on Thursday, 25th May from 10:00 am at the Mt Cotton office.

## LOCAL SPORTING SPONSORSHIPS

If you have been to the footy at Clifton or Warwick lately, you may have noticed a familiar logo?! Darwalla is proud to sponsor Clifton's Wattle's Warriors Rugby League and AFL team the Warwick Redbacks.

If you would like to support your local footy club, please go to their Facebook pages to find details of their upcoming games.

