



A note from David

COURAGE

We welcome challenges and see problems as opportunities

Over the last year or so we have had our fair share of challenges – drought (I've never seen the Southern Downs so dry and dusty), fire (which came pretty close to Laidley) and now, Corona-virus.

Each of these events in isolation can weigh heavily on a business and its members. They each represent a threat to us personally and to our teams and can add cost and uncertainty to our business. How we deal with them says a lot about us.

I have not witnessed panic or hand-wringing but have instead watched teams working together to overcome the threat, look out for each other and continue to get on with the job at hand. And, all while developing new and better ways of achieving our goals.

We feel the market volatility brought on by panic buying, closing of stores and the consequent oversupply. And while it definitely impacts our business we still feel safe in the short, medium and long term because Darwalla is good solid team.

I see it in the way we have cared for each other during COVID 19. We continue to complete our work to a high standard while maintaining strict hygiene and safe practices. That we have avoided having a positive case to date is remarkable.

As the government relaxes its restrictions, we cannot let our guard down. We will adjust our procedures and precautions based on our own assessment of risk in each workplace. Until we do announce changes please continue to look after each other, ask for help before you need it and be kind to yourself.

Thank you, David



Welcome!

UNITY
Working as one

Despite a downturn in the economy, the chickens must be tended, so we've had quite a few people join the Darwalla team over the past few months. They are:



Robert (**Bob**) CARTER (picture on left) **Training & Development**. Bob is based at Mt Cotton and joins Juan and Amanda Dickie in developing training to support and grow our people.

Adam MCQUEEN (picture on right) **Feedmill**. Adam has joined the Feed Mill team due to an increase in production; he'll be helping to make the feed to grow our tasty chickens.



Amrit SINGH, Paramesh SOUTA, Leigh-Ann DERECOURT, Sarah KUHN, Gurpreet SINGH, Ravinder SINGH: Back Plains. The Back Plains team are in the sheds & egg room, ensuring the best fertile eggs are produced for our hatchery.



Rachael DUNCAN, Udaya RATHNASEKARA (picture on left), **Abayawansa RATHNASEKARAGE, Navith PRASHAKTHI, Ganegoda HAPUTHANTHRIGE, Dylan ROSER, Anuradha JAYATHUNGE: Hendon**. The Hendon team are in the sheds & egg room, ensuring the best fertile eggs are produced for our hatchery.

Nicholas LUDER, Zane O'KELL, Joshua LUDER: Laidley. The Laidley team rear the breeder chicks to the perfect standard so they perform well in production.



Garth SIMPSON (picture on left): **Breeder Maintenance**. Garth supports our breeder & rearing farms to keeping everything running smoothly.

Joshua ALLEN (picture on right): **Workshop**. Joshua joins Darcy & Andy in the workshop to keep everything running smoothly both in the feed mill & on our farms.



Welcome to all —we hope you will enjoy working together with us at Darwalla!

Reward & recognition

OWNERSHIP

We lead by example and take pride in our work

UNITY

We work together as a team for common goals

Darwalla is filled with extraordinary people who go the extra mile. It was great to learn that managers have handed out over \$7000 in gift cards this financial year to thank their staff for outstanding work. Here's some of the latest good news stories:

- ◆ **David T** from the Hatchery for egg-cellent work in the Egg Room, outstanding time management and team support
- ◆ **Gavin** from the Hatchery for extra assistance with training
- ◆ **Dinesh** from Back Plains for inventing a better way to install ramps
- ◆ **Sam** from Back Plains for extra work on safety initiatives
- ◆ **Amanda Dalrymple** from Broilers for filling in for Jo the planner at Golden Cockerel while she was on leave (this is a tough gig!)
- ◆ **Hasi, Navith & Najith** from Hendon for their paperless data entry (see the latest Darwalla Way for details)
- ◆ **Luke** from Broilers for completing the Free Range conversion on time & under budget
- ◆ **Sam** from Mt Molar for 5S of the office
- ◆ **Will** from Broilers for filling in & stepping up when a colleague was sick
- ◆ **The Hendon team** for achieving a record 94% hatchability. Pictured below are some of the Hendon team:

Front row from left: Nevil, Najith, Udaya, Hasi, & Mark.

Back row from left: Fahim, Asanka, Bec, Jill & Jackson



Service Awards

UNITY

We share our successes and trust each other



Social distancing has restricted visits to worksites, but David Greaves was able to meet outside with Wayne (on the left) & Rob (on the right) from the Feed Mill to acknowledge them for 15 years of service.

Wayne and Rob work together in the Feed Mill team to keep our chickens well fed, Wayne as a delivery driver & Rob as a supervisor inside the feed mill.

Thank you both for your dedication and hard work over the years!

How are you going?

RESPECT

We empower, support and take care of each other

- ⇒ How are you coping? Don't just wait for R U OK? Day—check in on each other and remember our Employee Assistance Provider **AccessEAP** is available for free & confidential counselling, call **1800 818 728**.
- ⇒ Try using the Joyful June calendar to connect with each other, especially our new team members, to find some common interests & perhaps spice up your daily team meetings! (P.S. I'm particularly good at #25!)
- ⇒ Winter has only just begun, so don't forget about your **flu shot**. Darwalla will refund the cost of the vaccination.





JOYFUL JUNE (EVEN IN DIFFICULT TIMES) 2020



MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Decide to look for what's good, even on the difficult days	2 Re-frame a worry and try to find a positive way to respond	3 Think of 3 things you're grateful for and write them down	4 Show your appreciation to those who are helping others	5 Smile and be friendly, even while you're social distancing	6 Notice the upsides during the lockdown, however small	7 Find a joyful way of being physically active (indoors or out)
8 Write a letter to thank someone for what they did	9 Find the joy in music today: sing, play, dance or listen	10 Take a photo of something that brings you joy and share it	11 Say positive things in your conversations with others today	12 Make a plan with friends to do something fun together	13 Appreciate the joy of nature and the beauty in the world around	14 Do three things to bring joy to other people today
15 Rediscover a fun childhood activity that you can enjoy today	16 Ask a loved one what they feel grateful for at the moment	17 Be kind to you. Treat yourself the way you would treat a friend	18 Send a positive note to a friend who needs encouragement	19 Create a list of favourite memories you feel grateful for	20 Make time to do something playful today, just for the fun of it	21 Enjoy trying a new recipe or cooking your favourite food
22 Share a happy memory with someone who means a lot to you	23 Look for something to be thankful for where you least expect it	24 Thank a friend for the joy they bring into your life	25 Eat food that makes you feel good and really savour it	26 See the upside in a difficult situation you learnt from	27 Watch something funny and enjoy how it feels to laugh	28 Create a playlist of your favourite songs and enjoy them
29 Take time to do something that makes you happy today	30 Make a list of the joys in your life (and keep adding to them)	<p> "Every day may not be good, but there is something good in every day" ~ Alice Morse Earle</p>				

ACTION FOR HAPPINESS



www.actionforhappiness.org

30 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

In the community

RESPECT

Showing care for people, animals and the environment

Darwalla was approached by **Wynnum State School**, where our broiler services manager Luke's wife Sue is a teacher. They were struggling to fundraise to purchase a braille machine for a year 1 student. Darwalla's donation enabled the machine to be purchased, giving the student an opportunity to grow & learn alongside her peers.

Golden Cockerel regularly donates 1-2 pallets of product each week to **Foodbank**, who distribute goods to various charity kitchens to supply those in need. This financial year, Golden Cockerel will have donated over 55,000 tonnes of chicken to help fight hunger. As a half owner of Golden Cockerel, everyone at Darwalla should be proud to know we're helping to support this important charity.

Darwalla supports the **Redland Foundation**, who support the needs of community and charitable causes located in Redland City.



Feed Mill Safety Award

OWNERSHIP

We lead by example and take pride in our work

COURAGE

We persist and persevere to continuously improve



The Feed Mill were presented with a Safety Award for over 900 days without an incident.

This is a superb effort from the whole team in the Feed Mill, especially considering the manual work & heavy machinery they contend with every day.

Well done for keeping each other safe!

Sam wins Award

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Our very own Sam Haley has won the 2020 Stock Feed Manufacturers Council of Australia (SFMCA) Development Award for Queensland!

One person from each state is selected after a rigorous interview process and this year Sam was chosen from a pool of outstanding candidates.

The award will be presented at the Australasian Milling Conference, which is held alongside the Poultry Information Exchange at the Gold Coast, postponed until April 2021. Sam will join the other State winners in a week-long study tour of feed milling and live-stock production facilities. Congratulations, Sam!

COVID update

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We're pleased to report that Darwalla has had no employees test positive to the Coronavirus—unfortunately that doesn't mean we can let down our guard. The best way to stay safe, both at work and away from work, is to follow social distancing & good hygiene practices.

Some of the office staff have been working from home, following the Government's advice. As restrictions ease, people will slowly be returning to the office. As always, our office staff are here to support production, so please don't hesitate to get in touch wherever we're working—we are getting the job done & are here for you.

As always, if you've got suggestions, photos or stories for our newsletter, please send them through to Kate or hadmin@darwalla.com.au