



PEOPLE

WHAT DOES DARWALLA DO? Final episode

Our final video gives an overview of Darwalla as a whole entity. Introduced by Albert, this is the perfect video to provide a snapshot of Darwalla in its entirety.

Again, a huge thank you to Navith the videographer, director and producer plus thanks to everyone who participated with the video productions. It's great to see all our work areas celebrated.

Just a reminder that you can view all of our Darwalla videos on our [website](#) and on Darwalla's [LinkedIn page](#).



CHRISTMAS PARTIES

This year we are again bringing back the Darwalla Christmas party!

Look out for your invitation to either the party in Allora on Fri 10th December, or at Alexandra Hills on Sat 4 December.

It is essential to RSVP, so please refer to the invitation and respond to Anna in the timeframe noted.



PEOPLE



UNITY
Working as one

SERVICE RECOGNITION

Mel & Clint have worked across many of the Darwalla rearing & breeder farms, as well as spending time in our hatchery. They've clocked up 5 years with Darwalla & are pictured below (from left) Mel, Clint, Kyle (Killarney manager) & Jonathan. Pictured at right is some of the core



Killarney crew in their new jackets, from left Mark, Jammie & Bec (assistant manager).



WELCOME

Welcome to our new starters Kaylyn, Alamin & Adam who have all joined the Hendon team.



We also welcome Dirk (pictured left) as our new Chief Financial Officer (CFO). Dirk is an internationally experienced Executive Finance Manager, with over 20 years in senior level accounting, financial management and operations. Dirk has worked across agriculture, manufacturing and food processing in both family businesses and ASX-listed companies. Born in South Africa, Dirk is now a proud supporter of Australia's Wallabies, which was perhaps their secret to overcoming

the Springboks a few months ago?!

JOB REFERRAL INCENTIVE

Don't forget—if you have a friend join Darwalla, make sure they mention your name in their application so you are rewarded! If they successfully complete their probation, you will receive a \$100 gift voucher for referring a friend.

SAFETY

OWNERSHIP

Taking care of
the company
and our
customers

SAFETY AWARD



Our Broiler Services Manager Luke has been recognized for a Safety Award. Luke was nominated because of his great improvement in safety culture and participation in safety projects within the broiler division.

Congratulations, Luke and thank you for your contribution to keeping our people (and chickens!) safe.

COVID UPDATE

The Queensland Government have announced [new restrictions](#) for unvaccinated people, commencing on 17 December, when state borders will open.

With the anticipated spread of COVID19 after the borders open, Darwalla will be visiting our worksites to undertake risk assessments to ensure we are providing a safe workplace for everyone.

For updates, please visit: www.covid19.qld.gov.au/government-actions/queenslands-covid19-vaccine-plan

UNITY

We share our
successes and
trust each other

DARWALLA FINALIST IN THE SAFE WORK AWARDS

Darwalla was a finalist in the 2021 Safe Work and Return to Work Awards in the category "Most significant Improvement to Work Health and Safety Performance".

This award recognises organisations that have made a significant demonstrated improvement to its work health and safety performance.

Congratulations especially to the QHSE team of Juan, Amanda and Bob who work behind the scenes to keep us safe at work.



MEET OUR GROWERS: DAN, GERMAN CHURCH ROAD

Dan has been growing chickens for Darwalla for just over 10 years. He runs 12 sheds at our German Church free range farm, surrounded by the bush in a quiet corner of the Redlands. A real handyman, Dan loves tinkering in his shed, accompanied by his trusty sausage dog Fritz & Jessie the border collie.

How did you get into chicken farming? My Dad was a chicken farmer in South Australia, so I grew up around chooks. I was cleaning sheds out for my Dad when I was 12 years old. Dad would pay me \$25 per shed and it took me all weekend! Dad also ran a chicken catching business, and as I was working hard in the sheds I would see the manager standing at the end of the shed & thought to myself 'I'd love to be a chicken farm manager'.

What did you do BC (before chickens)? I've had a variety of jobs. I've worked in a piggery & was an oil salesman for Castrol oil around the vineyards in the Barossa Valley. I was also working on an oyster farm in Coffin Bay, which after chicken farming, would be my second favourite job. As a kid, as well as working on the farm, my Dad had race horses, so I'd be the strapper during the day & catching chickens at night. I was the strapper when we won the Country Cup in Gawler by 8 lengths, which was a real highlight.

What do you like best about your job? I really enjoy growing chickens. It's stressful but they grow fast & it's rewarding to see when a good batch comes together. It's tough when something goes wrong and we lose birds, though things are a lot better these days.

If you weren't a chicken farmer, you'd be...? Probably an oyster farmer. I worked on a farm in Coffin Bay, South Australia & loved eating them straight from the ocean. It's great to be out on the water surrounded by nature. Like chickens, there's also challenges with diseases farming oysters, at one time we lost our entire hatchery in South Australia due to disease.



What do you do when you're not working in the sheds? I enjoy woodworking & wood turning. I love to get away 4WD-ing & camping anywhere in nature where it's quiet. I recently drove up to Bowen & looped back down to Brisbane in my camper 4WD. It's great to get away from the farm to clear the head.

What's your favourite chicken dish? I eat chicken all the time but I'm not much of a cook. I love a roast chook & I've recently bought an air fryer, which does a great job & the chicken tastes even better done in the air fryer.

WELLBEING

RESPECT

Showing care for
people, animals
and the
environment

THE POWER OF SLEEP

This newsletter we're putting a spotlight on sleep, to help ourselves and our people to get a good night's rest.

Our Employee Assistance Program Access EAP offers some practical tips on how to improve your sleep. Click on the image to read.

Also, our employees & their families can access free, confidential and anonymous counselling through AccessEAP. To contact them, call 1800 818 728 or go to their [website](#):

www.accesseap.com.au



SUSTAINABILITY

Following a review of recycling opportunities at Laidley, it was identified that vaccine pouches and bottles could be recycled. Sustainability and Continuous Improvement (CI) Facilitator Bob contacted the manufacturers who confirmed how to safely recycle these items.

Darwalla is taking a lead in the recycling of these items, as both the suppliers and manufacturer of the vaccine bags stated that they had not previously been asked about the recycling of their packaging.

ENGAGEMENT SURVEY

COURAGE

We welcome
challenges & see
problems as
opportunities

Your feedback gives us some direction on what is important to you and guides our operational plan. Because of your feedback:

- we are training our managers to coach & develop their staff
- our long-term workers were given Darwalla jackets
- we have projects in the pipeline for employee development plans & career path mapping



Employees, please use the QR code to open & complete the survey—thank you.

COMMUNITY

RESPECT

We empower, support and take care of each other

FOODBANK PARTNERSHIP

The Bridge to Brisbane fun run was held on Sunday 7th November, with 5 Darwalla employees getting involved. This is an important fundraising event for Foodbank, who can provide 68,000 more meals to hungry Queenslanders thanks to donations for this event. Pictured below from left is Bob, Anna, Amanda, Kate & Amanda.



DARWALLA RECOGNIZED FOR CARERS AWARD

Carers Queensland's Carer Friendly Business Awards have been recognising and celebrating employers, employees and businesses that go the extra mile to make life better for carers.

Each year, carers nominate individuals or businesses who deserve recognition for exceptional service or carer friendly employment practices.

Gatton's maintenance hand Mark & his wife Lucinda nominated Darwalla because of the understanding demonstrated by Mark's manager Luke when flexibility was required to Mark's work schedule to allow them to care for their daughter. Anna & Luke worked together to find a mutually suitable arrangement.

"From my perspective as the wife of an employee of Darwalla, their supportive and accommodating attitude has taken an enormous strain off my family.

Our caring role no longer feels like an exhausting unmanageable trial."

Pictured from left is Anna, Skye, Mark, Lucinda & Luke.

RESPECT

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



CHRISTMAS

RESPECT

We empower,
support and take
care of each
other

FOODBANK & DARWALLA CHRISTMAS HAMPERS

Darwalla and our charity partner Foodbank Queensland, are working together to share food with local families in need this Christmas.

During November and December, the Darwalla teams are encouraged to collect vital food and grocery items and place these items in the Foodbank hamper boxes, which will soon be available on-site. These hampers will be collected mid-December and taken to Foodbank Member Charities in your local area, to support Queensland families experiencing hardship.

Think of it like a reverse advent calendar—instead of receiving a gift, we give a grocery item to help those less fortunate.

Additional boxes will be available if needed.

Thank you for your kindness.



CHRISTMAS COMMUNITY EVENT

Darwalla is again supporting the Mt Cotton Community Movie in the Park:

Community Connections

Host
Julie Talty

Movie in the Park

11th December 2021 4pm
Mount Cotton Community Park

FREE ENTRY
FREE JUMPING CASTLES
Thanks to our amazing supporters

TTC
Team Transport & Logistics

DARWALLA GROUP

LJ Hooker
Property Centre

SUPA IGA MT COTTON

Ray White