



PEOPLE

UNITY
Working as one

COURAGE
We persist and
persevere to
continuously
improve

VICTORIA HILL CELEBRATE!

The team at Vic Hill celebrated their last record flock with Danny acting as pizza delivery boy to say thank you for their efforts.

Vic Hill achieved 169.5 settable eggs per hen housed (SEHH) & 88.5% hatchability, resulting in 150.5 chicks per hen housed.



Pictured above is (from left): Garth (breeder maintenance), Danny, Udaya, Damika & Asanka.

To give context, the Aviagen standard is 161.5 SEHH & 75% hatchability—a fantastic result from both the farm and the hatchery!

Vic Hill have placed their next batch, including in their new 6th shed. The team are showing great resilience and teamwork as COVID has impacted supply-chains, causing delays for essential parts. This has required the team to collect eggs from that shed manually as the conveyor is not yet connected.

In addition, they were recently impacted by a lightning strike, blowing up the transformer and some internal controls. Rational thinking and fast action by the team maintained the sheds while power was restored. We can report that no people or birds were harmed and improvements were made through the addition of controller parts as contingencies. Well done, Vic Hill!

A big shout-out to the **LAIDLEY LARRIKINS** and the **MT MOLAR SHARKS**, who showed incredible unity by assisting the **HENDON PIRATES** with their recent clean-out. COVID has had many impacts, another being the lack of backpacker labour which we have previously used to assist during clean-outs. Lou and her team drove up from Laidley and Sam asked some of his crew to help out; it's a great example of the wonderful crews we have on-farm. Thank you all for working as One Team growing Great Chicken!

PEOPLE

OWNERSHIP

We own our work—it is our legacy



Navith accepting our gift of thanks, presented by Jonathan

Link: https://drive.google.com/file/d/1DvdkGTLp7F7Q0euJ_oXWyWr7PT68A-Lr/view

Backing music courtesy of bensounds

AND THE OSCAR GOES TO....

Navith from Hendon collaborated with the team to produce this video, to be used to promote working in Breeders.

If you missed the video, you can view it by clicking [here](#).

Thank you to Navith & the Hendon crew—you've missed your calling!

VENKAT CELEBRATES 5 YEARS AT DARWALLA

Venkat first joined Darwalla in 2009 as farm labourer in our breeder farms. He left that role in 2012 and re-joined in 2015 as an assistant breeder farm manager.

Venkat was successful in his application for hatchery assistant manager in mid-2018, where he currently works. It is a great story of career progression and hard work, thank you Venkat!



WELCOME TO DARWALLA

This month we welcome the following employees:

- Jayden Wallace at Laidley
- Rushi Rendla at Victoria Hill

Meet our growers!

Darwalla is successful because we all work together as one team to grow great chickens—at the pointy end are our wonderful broiler growers. Our growers are a diverse and interesting bunch, but sometimes elusive, so we'd like to get to know them better.

Tina— Running Creek

Tina is a contract grower, joining Darwalla in 2014. Tina and husband Rhett own and manage their 6 shed farm located in the Lockyer Valley.

- ◆ *How did you get into chicken farming?* I married into it. My father in law was already a farmer, then Rhett & I became interested. We were planning to have someone else manage the farm, but I became more involved and the rest is history!
- ◆ *What did you do before you joined Darwalla?* We had an electrical business and another farm near Lake Clarendon.
- ◆ *What do you like best about your job?* The lifestyle - I love being my own boss! There's also a sense of achievement in that I'm a small part of producing a product to feed the people.
- ◆ *If you weren't a chicken farmer, you'd be...?* I wanted to be a police officer when I was young, as I like being out & about & keeping active, but priorities change when you have kids. Otherwise we'd likely still be running the electrical business.
- ◆ *What do you do when you're not in the sheds?* Look after our tribe of 5 children, aged from 9 months to nearly 18 years old. Along with the chickens we have 1200 acres with around 100 head of breeder cattle & we grow potatoes, pumpkin, lucerne, wheat & barley, so there's always plenty to do!
- ◆ *What's your favourite chicken recipe?* Chicken fried rice—thigh fillets cooked in teriyaki sauce & then thrown together with rice & vege.
- ◆ *Which Darwalla farmer would you like to nominate for us to meet next?* I call him one of the Grandparent Stock - Jimmy Dowding from Marburg. Being in the chicken growing game for such a long time I'm sure Jim would have some interesting history to share. Go Jim!



IMPROVEMENTS



COURAGE

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BROILER GROWER AWARDS

Three of Darwalla's broiler growers have now joined the Ross 450 Club:

- John from Coinda,
- Brett from Gatton 1-8 and
- Marcel from Mt Hallen.



Aviagen Australia started this very select club to celebrate the top performers growing the Ross bird. This puts John, Brett and Marcel as some of the top performers in Australia—congratulations gentleman!

This is also a testament to the entire Darwalla production, from Rearing to Breeders, Hatchery, Feed Mills and Support roles. We are truly One Team, growing Great Chicken and should be proud of our results!

HENDON—CLEAN OUT

The crew at Hendon have made some improvements during their clean-out.

During the breeder clean-out, everything is disassembled and taken outside for a thorough clean.

Using scrap steel they had on-farm, they manufactured cleaning racks to suit different parts of the nest boxes. This enables a thorough clean but also and prevents back strain, as the items are no longer cleaned on the ground.

This is a fantastic example of initiative which positively impacts our people and saves time and therefore money, while still maintaining cleaning standards. Well done, Hendon Pirates!



BIOSECURITY



OWNERSHIP

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

Quarantine Declarations updated

The QA team has been busy reviewing and revising the quarantine declarations and visitors books for the whole group, in line with the new National Farm Biosecurity Manual for Chicken Growers 2020 edition. You will receive your new version in the coming weeks to replace your current one.

The new version includes some new requirements around your personal health status and reporting of any overseas travel you or your staff undertake.

There are also more detailed requirements in relation to potential contact with birds and pigs, either for yourself or those who live with you.

Every individual who intends to enter the biosecurity zone around your farm or hatchery MUST sign a quarantine declaration and acknowledge that they understand and comply with those conditions. This includes staff and visitors. You and your staff must also have refresher training and sign a new quarantine declaration every twelve months.

It is an expectation of Darwalla's that every person is familiar with the requirements of the quarantine declaration at all times. It is not a once-off requirement.

We are serious about biosecurity— our business and your livelihood depends on it!

SAFETY



COURAGE

We welcome challenges and see problems as opportunities

Thank you to Roy from the Killarney Chook Chasers who championed the safety initiative of introducing emergency alarms and walkie-talkies.

This has improved the safety of our workers who are working alone in sheds, as they now have a way to raise the alarm should something happen to them.

This safety initiative has also improved communication within the farm, allowing team members to more easily contact each other.

Thank you to the entire Best Practice team, who work hard to improve Safety across our workplaces and who help implement initiatives such as these in the workplace.

Well done!

WELLBEING



RESPECT

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

TYPE 2 DIABETES CAN DO SERIOUS DAMAGE IF NOT DIAGNOSED EARLY

It's a leading cause of...



BLINDNESS



KIDNEY
DAMAGE



HEART
ATTACK



AMPUTATION

Take the time to get checked!

month together with the safety training and can access information via our training portal, under 'health & wellbeing'. For our growers and contractors, click on the links below for more information.

Learn about the risks of diabetes in this [video](https://www.youtube.com/watch?v=8dNA6zJI9Uo) or go to: www.youtube.com/watch?v=8dNA6zJI9Uo&feature=youtu.be&app=desktop

Check your risk of diabetes [here](https://www.diabetesaustralia.com.au/risk-calculator) or go to: www.diabetesaustralia.com.au/risk-calculator

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This quarter we're focusing on physical wellbeing, starting November with a common undiagnosed complaint: **diabetes**.

Diabetes is a complex condition that can affect many parts of the body. People with diabetes cannot maintain healthy glucose levels in their blood.

If not managed correctly, diabetes can cause heart attack, stroke, kidney disease, limb amputation, depression, anxiety and blindness.

Employees will receive information each

ENVIRONMENT



As part of our journey to reduce environmental impacts, Darwalla has teamed up with the Government-sponsored program "ecoBiz" to improve our consumption of water and energy and reduce our waste.

Some of your workplaces have been visited by Juan, Amanda & Bob with an ecoBiz representative, as they conduct site visits to understand our business and make recommendations to improve.

We will report on the results when available.

