



PEOPLE

RESPECT

We empower, support and take care of each other

Bec is our new Rearing Farm Assistant Manager at Killarney, after Roy stepped down from the role. We're grateful to Roy and pleased that Killarney will still have the benefit of his experience.

Bec may look familiar, as she has worked in Breeder Production for over 4 years, mostly at Hendon.

Thanks to team Hendon for encouraging Bec to spread her wings and a big congratulations to Bec!



Juan was recently awarded Vocational Student of the Year for the South East region of Queensland in the recent Queensland Training Awards. Juan completed his Diploma of Environmental Management to supplement the technical side necessary to lead Darwalla's Environmental management program.

This is a great example of continuous improvement and the award is well-deserved. Congratulations Juan!

COURAGE

We persist and persevere to continuously improve



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.

Banjo— Stern Road & German Church farms

Banjo has grown for Darwalla for almost 8 years and manages 14 sheds across our Stern Road and German Church farms, just down the road from our Mt Cotton office. Despite this, he is rarely sighted as he's one of our more introverted and quieter growers. Banjo's farm was one of the first in Darwalla to be converted to free range, which he manages along with his trusty off-sider Russell, who is more outgoing & photogenic than his owner!



- ◆ How did you get into chicken farming? I started helping out with maintenance at a friend's chicken farm in Tamworth when I was about 21.
- ◆ What did you do before you joined Darwalla? More chicken farming! I've worked across NSW growing chickens for various companies in different locations, including Baiada & Cordina.
- ◆ What do you like best about your job? Not having to deal with many people. I'm pretty happy that chickens don't talk back!
- ◆ If you weren't a chicken farmer, you'd be...? A tow-truck or tilt-tray driver working in our family business in Tamworth. They see a lot of things I'd rather not see when attending car crashes and fatalities.
- ◆ What do you do when you're not in the sheds? I don't mind a bit of adventure, whether it's riding dirt bikes, fishing on the bay or wrangling the kids.
- ◆ What's your favourite chicken recipe? I don't cook and I really like steak...however I won't say no to a roast chook either.
- ◆ Which Darwalla farmer would you like to nominate for us to meet next? Tina from Running Creek. She dodged a bullet when Sam picked me, but she's not getting away with it!

PEOPLE

UNITY
Working as one

Welcome

In the past month we've welcomed the following team members:

Laidley: Welcome to Max, Kody and Jayden have joined the Laidley Larrikins

Feed Mill: Allan will be joining the truck drivers in delivering feed from our Mt Cotton mill to local broiler farms

Hatchery: Kurt is helping keep our hatchery maintained, so the Cheeky Chicks can continue to deliver beautiful chicks.

SAFETY

COURAGE
We welcome challenges and see problems as opportunities

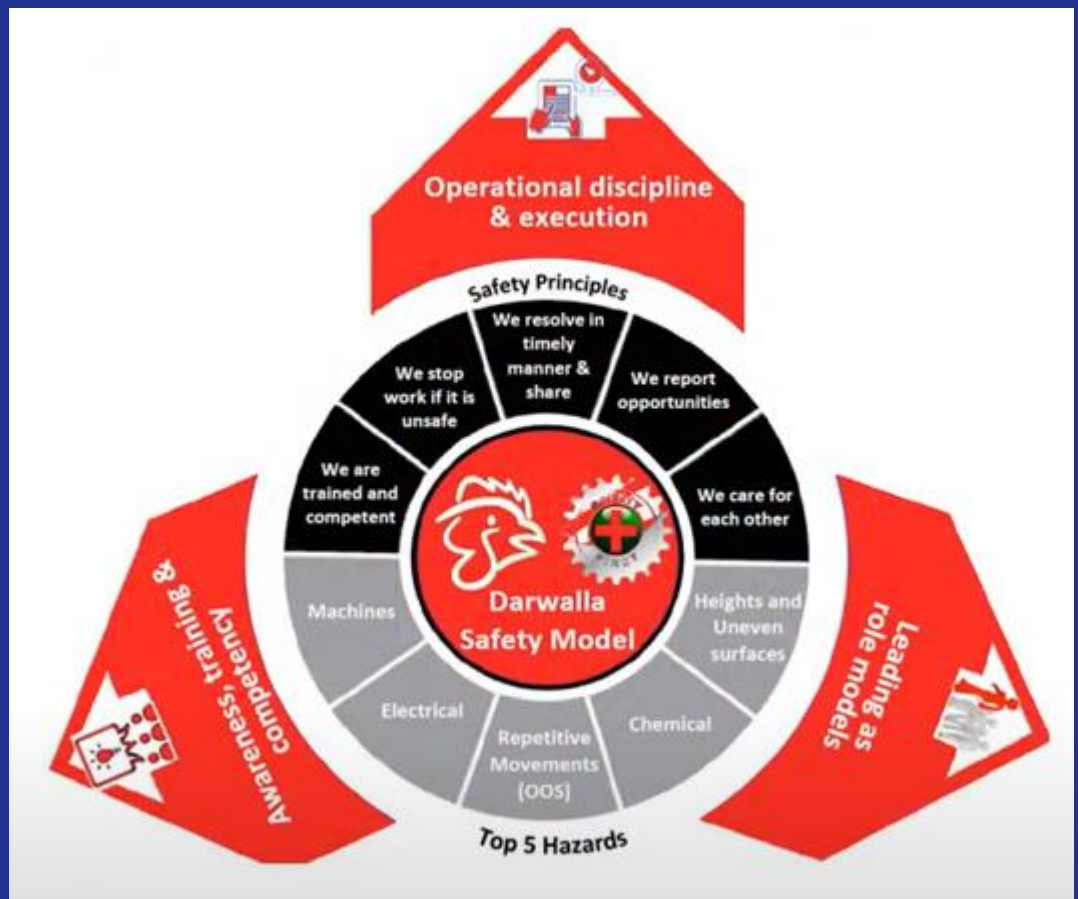
October is Safety month!

This month we are launching our Safety Model, which highlights the main areas we need to focus on to improve the injury rate.

We want everyone to work safe so they can go home safely to their families. COVID has created additional stress, causing tiredness and inattention, which is often the cause of injury.

To stay safe we ask you all to take a breath and take 5 before every task, every process and every day.

Click [here](#) for a video introduction!



How good is your quarantine declaration?

A stark warning from our veterinarian Rod Jenner

Case study – Salmonella enteritidis in the NSW layer industry 2019

In 2018-19, 14 layer farms in NSW and one in Victoria became infected with Salmonella enteritidis (SE). This led to the slaughter of all the hens on those farms, and to date none of those farms have been restocked or are back in business.

How did this happen?

It started with a single breach in biosecurity. A single person, infected with SE, contaminated a farm where it spread to the hens. This person with SE was probably sick with diahorrea, fever and stomach cramps. The infection spread within the farm and contaminated eggs, equipment and machinery. This farm traded eggs with other farms – spreading SE to those farms.

Farm Managers

Your farm is your responsibility. *Anyone* or *anything* that enters the biosecure zone on your property should do so only on your approval. If you are a farm manager, biosecurity for your property ultimately stops with you. A single infected person can bring serious disease to your farm, seriously impacting many peoples livelihoods.



Service staff

If you are in the service delivery area, biosecurity also stops with you. Moving from one farm to another is a sure-fire way to spread disease.

Quarantine Declarations

How do we tighten up our biosecurity? A high priority is to make sure no-one comes onto your farm unless you can GUARANTEE that they are not carrying a disease with them. We all have access to Quarantine Declarations; hopefully we have all signed one. But are you following it? Are your staff following it? Do your staff remember what's on it?

The quarantine declaration is a contract between you and anyone on your farm and it should be treated as such. It is non-negotiable as consequences are simply too great.

WELLBEING



RESPECT

We communicate
openly, honestly
and carefully

Wellbeing is more than just being physically healthy, it goes deeper and broader to encompass social, mental, cultural, environmental & even financial dimensions—which makes perfect sense when you feel that sense of dread when an unexpected bill arrives!

If an individual is not coping in some part of their life, they are not going to bring their best self to work; negativity can flow into the workplace. Darwalla is introducing an optional wellbeing program for our employees to encourage health and fulfilment, with the aim to have healthier and more positive workplaces—which also make safer workplaces.

Employees will receive information each 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.

This quarter we have been focussing on mental health, specifically:

- Caring for self: [video](#) & [website](#)
- Caring for others: [video](#) & [website](#)
- Employee Assistance Program (EAP) awareness: [video](#) & [website](#)

