



PEOPLE



Reward & Recognition

Mark, our Hendon Breeder Farm manager (right) was the recipient of two awards—one for recognition of 5 years service, and the other a special safety award. Mark has made a huge contribution to improving safety on his farm & for his team—thank you, Mark!



Kerry is one of our longest-serving breeder production employees & was recognised for her contribution across our various breeder farms for the past 15 years. Thank you, Kerry!



Jodie (left) is the safety super-star of the hatchery. Our hatchery is world-class so needs world-class safety systems—this is where Jodie comes in! Safety is everyone’s business, every day, however Jodie is especially diligent and has embraced the role of Safety Best Practice. Thank you, Jodie!

PEOPLE

UNITY
Working as one

Welcome

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

Killarney: Isabella will assist the Killarney Chook Chasers

Laidley: Jamie has joined the Laidley Larrikins

Mt Molar: Ranjith is the newest Mt Molar Shark

Hendon: Lachlan (below left) & Dylan (below right) joined the Hendon Pirates

Mt Cotton: Bec (below far right) is our office support person to assist the Chicks 'n Balances finance team



Development

To help monitor the potential odour impacts Darwalla's operations could have on our surrounds, the QHSE (Quality, Health, Safety & Environment) team of Juan, Amanda & Bob recently completed an Odour Assessor course. Held over three days, the attendees went through a rigorous process to be qualified under the Australian Standards, so they can accurately monitor odour levels across our sites.

As the manager of the QHSE team, Juan completed a Diploma of Environmental Management in April this year. This was a big commitment by Juan to improve his knowledge in the environmental space, to keep Darwalla ahead of our environmental obligations and meeting customer and community expectations.

COURAGE

We welcome challenges and see problems as opportunities



Photo by Jeff Nissen on Unsplash

PEOPLE

RESPECT

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



ABOVE: The Hendon team sanitized & held their breath for a quick photo to commemorate Jill's 50th birthday.

Jill (in the pink cap) is seen here celebrating with some of the Hendon crew. Happy birthday, Jill!

RIGHT: Danny & his lovely wife Kylie have just become Grandparents for the first time!

They were super excited to meet little Penny Maree and look forward to starting this new phase of their lives.



Meet our growers!

Darwalla is successful because we all work together as one team to grow great chicken—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. To start us off, let's start with one of the more outgoing farmers:

Sam — Gatton & Tallaringa farms

Sam & her husband Matt have been growing chickens for Darwalla since late 2014. With 16 sheds under their joint management, they grow around 2 million chickens for Darwalla each year.



◆ How did you get into chicken farming?

Through my husband Matt. His family are Maltese and were already chicken farmers & market gardeners so it's in his blood.

◆ What do you like best about your job?

The lifestyle. The everyday tasks are nothing to write home about, but it's part of your life which we love. The worst thing is 2am pick-ups during winter...no-one likes them. When I'm not in the sheds, I love being with my horses and this lifestyle allows for this.

◆ If you weren't a chicken farmer, you'd be...?

I wanted to be an industrial real estate agent in Melbourne! I grew up in Noosa—I never thought in a million years I'd be a chicken farmer, but I met Matt in high school and the rest is history.

◆ What's your favourite chicken recipe?

Good old roast chicken—nothing beats it.

◆ Which Darwalla farmer would you like to nominate for us to meet next?

Banjo! He's such a quiet dude and would never put his hand up for this. I hope he doesn't kill me for nominating him...

UPDATES



COURAGE

We persist and
persevere to
continuously
improve

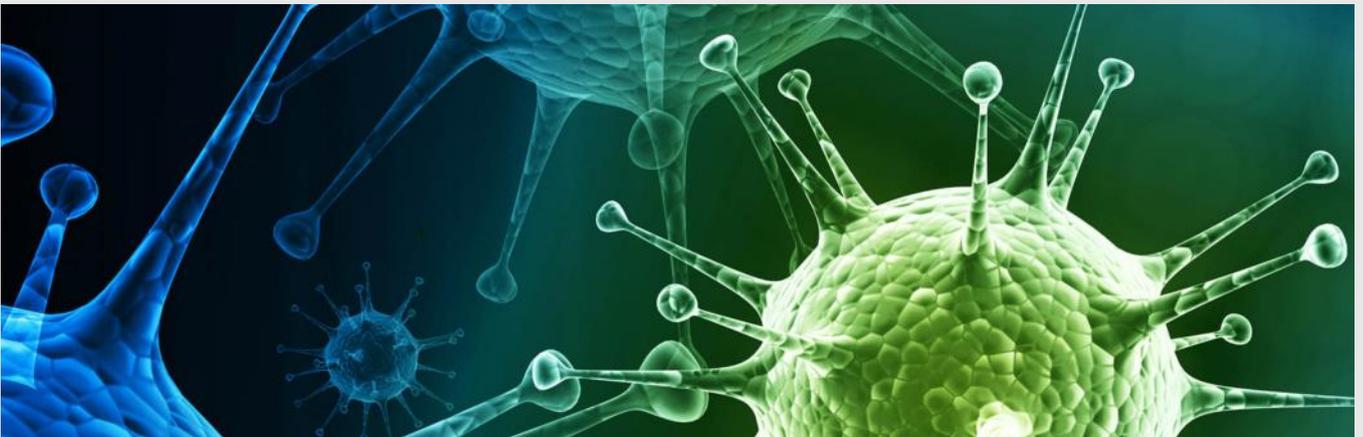
BIOSECURITY ALERT!

Avian Influenza (AI) has been detected in a number of poultry farms in Victoria. AI is a constant threat to our business, but more so now that it has been linked to wild birds in Victoria.

Darwalla and Golden Cockerel are actively improving biosecurity standards throughout the group and there will be ongoing improvements at all levels of the business. This will involve more training and better communication, so everyone is aware of the risks and mitigation strategies to help keep our birds and ourselves healthy.

Email alerts are being distributed & if you have concerns, please don't hesitate to contact your manager to discuss. More information on the AI outbreak can be found at:

www.agriculture.vic.gov.au & a really good video on farm biosecurity can be found by clicking [here](https://www.youtube.com/watch?v=jJK4wRQq8o0) or going to the webpage: <https://www.youtube.com/watch?v=jJK4wRQq8o0>



COVID UPDATE

The situation with COVID infections and hotspots in Queensland is becoming more intense. Most days there are new locations identified where COVID-positive people have visited.

These are located all over Brisbane/Logan/Redlands/Gold Coast/Ipswich and are all listed on the Qld Health [webpage](http://www.qld.gov.au/health): www.qld.gov.au/health (under 'contract tracing')

If anyone in your team has visited any of these suburbs, please go to the webpage above & answer the questions to obtain specific advice on what to do.

UPDATES



Breeder expansion

It's Victoria Hill & Hendon's turn for their 6th sheds to be built. Victoria Hill's shed is powering along, to be ready for the beautiful Laidley birds at the end of September. Hendon's has commenced & should be ready for placement in December.

The Mt Manning site has received preliminary approval as a future breeder production farm. The Sandy Camp property (future rearing farm) is still in Council awaiting approval.

Broiler expansion

Of course if we're expanding breeders, we need to ensure there's space to grow our birds. To keep up with the demand from our customers, Golden Cockerel and Nerang Park Poultry, Darwalla has a plan to bring on more broiler shedding, as and when they're required. This is a juggle involving many hands —Jon, Luke, Will & Amanda in broilers & also our customers' planners.

Water

Digging has commenced to hook up town water to our German Church and Stern Road free range farms!





Message of the month—Safety

This month's workplace health and safety focus is in three key areas – updating of chemical and emergency response systems, launching improved contractor (including labour hire) induction processes, and maintaining WHS training currency.



October is National Safety Month and we will be introducing the Darwalla Safety Model which focuses on increasing safety awareness and training, improved safety leadership and developing an operational discipline to ensure that all of our team stay safe at all times. The model also highlights the five key hazards in our workplaces and the safety principles to eliminate them.

R U OK? Day—10 September

September is the beginning of spring, signifying new growth and a new season; it's also **R U OK? Day**. This month we encourage you to ask a simple question that can make a significant difference to the people in your world – **R U OK?**

R U OK? Day is a national day of action and to remember to support people who may be struggling with life's ups and downs. It is a reminder to connect with people and start a conversation with anyone who may be struggling with life.

We ask you to not only check in on those around you, but also on yourself. Our EAP can support you and help shift your perspective—confidentially & at no cost to you.

AccessEAP: **1800 818 728**



You can access helpful tips from Darwalla's SharePoint site & AccessEAP's website. You can subscribe to their monthly newsletter at <https://www.accesseap.com.au/subscribe-to-newsletter>



Thank you hampers

We wanted to express our gratitude to all staff for their resilience & hard work, especially this year with the additional stressors that COVID19 has pushed upon us. Darwalla's success is because everyone, in all parts of the business, work together to be One Team, growing Great Chicken.

One Team, Great Chicken

In the process, we wanted to support other local family businesses, so locally-sourced goodies were chosen, including the hand-made biscuits from Kandy K Sweets, who designed these biosecurity-friendly biscuits!, especially for Darwalla!



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So this is what 560 cookies looks like. 140 bags, with 4 cookies in each...

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Thank you Darwalla Group, for allowing me to be a part of the awesome thank you hampers you are creating, using an array of beautiful products from many local small businesses! What legends!!! Thanks again for allowing me to be involved. What a great and huge challenge too 🐔🐔🐔 Biggest order to date!!
@ Cornubia, Queensland, Australia

