



Coronavirus: crisis or opportunity?

Finding some positives from this challenge

COURAGE

We welcome challenges and see problems as opportunities

We've all been impacted somehow because of the new Coronavirus (COVID19), with all of us having to adapt. There's plenty of grim stories in the media and online of the negative impacts of Coronavirus, and while we're not trying to play it down—the Coronavirus is serious—there's also positives that have come out of this unusual situation.

In this newsletter, we'll focus on some of the good things that are happening in & around Darwalla.



Photo by [Aarón Blanco Tejedor](#) on [Unsplash](#)

"When we are no longer able to change a situation, we are challenged to change ourselves." Victor Frankl



Bhargav & Gavin model the new 'Cheeky Chicks' shirts

OWNERSHIP

We are accountable for our actions and those of our team

UNITY

Working as one

Give recognition

The Hatchery have recently re-established themselves as a team now the relocation to Allora has been bedded in.

The have shown an exceptional take-up of the CI culture particularly with their Team Visual Performance Board and Daily Team meetings. It gives the team an opportunity to assess performance and raise ideas. Team members present the details of each of their Key Performance Indicators and Metrics on a rotational basis and highlight issues that may have been encountered. Problems are addressed and if required a problem solving team is identified. A great example of our values of Ownership & Unity.

Unfortunately we could not get a photo of the whole team, but here are a couple of proud 'Cheeky Chicks'. Congratulations to the entire Cheeky Chicks team!

Accept help

Darwalla has partnered with AccessEAP, whose mission is to create thriving workplaces by promoting, recognising and effectively managing the mental health of every employee.

AccessEAP offer our employees a voluntary, free and confidential counselling service to help them through tough times. Each employee at Darwalla can use up to 3 counselling sessions every year; this is also open to your immediate family members.

To make an appointment or for more information:

Call: 1800 818 728

Visit: <https://accesseap.com.au/>

Download: the AccessEAP App from the AppStore

Click: the AccessEAP button on the Darwalla SharePoint homepage

RESPECT

We show patience and tolerance



Support others

Displaying our values of unity & respect

UNITY

We work
together as a
team for
common goals

Darwalla has always relied on each other to produce healthy chickens; we're now relying on each other to keep us all safe & well!

There's been some fantastic collaboration across teams to share information & supplies. Here's some great examples of how our Darwalla people have been helping and supporting each other during these past few weeks:

- ⇒ The Feed mill team shared dust masks with the Breeder teams
- ⇒ Colleagues sharing care packages (yes—including emergency chocolate!)
- ⇒ Recruiting a COVID19 response team to support our production should staff fall ill
- ⇒ Information sharing through WhatsApp—a great way to stay connected with each other
- ⇒ Contacting our staff in lockdown overseas to offer assistance
- ⇒ Donating old computers to disadvantaged school children for home schooling
- ⇒ check out the Active Coping Calendar for some ideas on how to maintain a healthy body & mind. Even if you can't do them all, maybe try something new!

Show gratitude

Workshop ramp delivered!

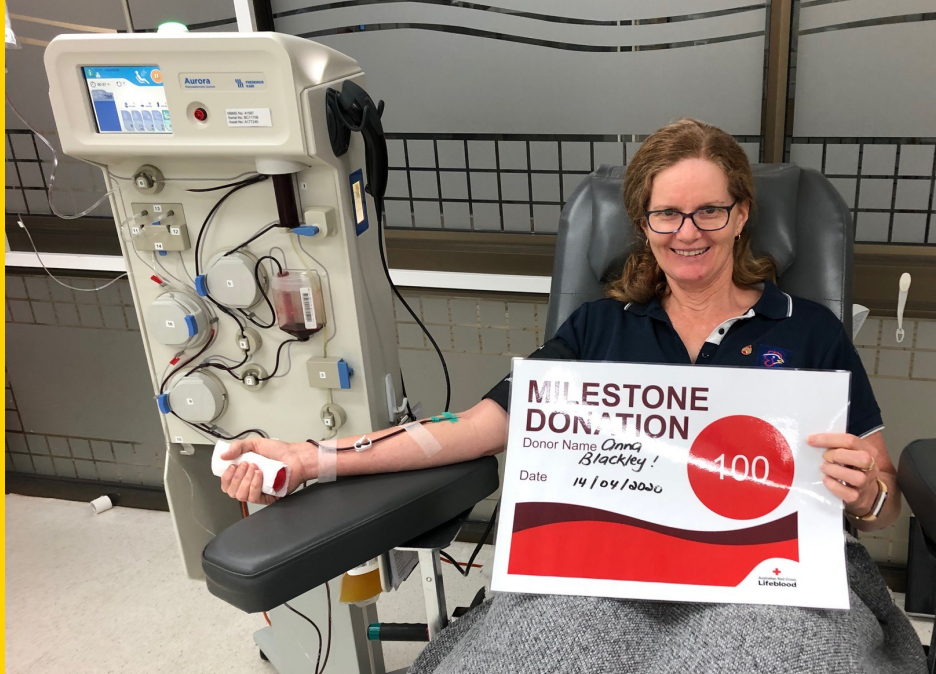
Darcy & Andy from the workshop recently took time out of their busy schedule to manufacture a wheelchair accessible ramp for a community member afflicted by a serious stroke.

Having returned home after months of rehabilitation, the stroke survivor gave the ramp the thumbs up & sends his heartfelt thanks.



RESPECT

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



RESPECT

We empower, support and take care of each other

Take care of others

Anna from the Mt Cotton office is a life saver 100 times over. She has been a long-term donor of blood and plasma and has continued to donate throughout the pandemic, this month reaching her 100th donation!

1 in 3 people will need to receive a blood product during their life, but only 1 in 30 people donate in Australia. You too could be a life saver—give blood at Australian Red Cross Lifeblood.

For more info, visit: www.donateblood.com.au

Take care of yourself

During times of stress, it's more important than ever to look after yourself.

- ♦ Are you getting adequate rest, nutrition & exercise?
- ♦ Have you booked in for your flu shot? (Darwalla will refund the cost!)
- ♦ According to quit.org.au: *"People who smoke are generally at higher risk of respiratory tract infections"* Is it time for you to take the plunge & quit smoking?

RESPECT

We empower, support and take care of each other



 CALL QUITLINE 13 7848



Maintain a positive outlook



ACTIVE COPING CALENDAR: APRIL 2020



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

"Everything can be taken from us but one thing: the freedom to choose our attitude in any given set of circumstances" ~ Viktor Frankl

1 Make a plan to help you keep calm and stay in contact

2 Enjoy washing your hands. Remember all they do for you!

3 Write down ten things you feel grateful for in life and why

4 Stay hydrated, eat healthy food and boost your immune system

5 Get active. Even if you're stuck indoors, move & stretch

6 Contact a neighbour or friend and offer to help them

7 Share what you are feeling and be willing to ask for help

8 Take five minutes to sit still and breathe. Repeat regularly

9 Call a loved one to catch up and really listen to them

10 Get good sleep. No screens before bed or when waking up

11 Notice five things that are beautiful in the world around you

12 Immerse yourself in a new book, TV show or podcast

13 Respond positively to everyone you interact with

14 Play a game that you enjoyed when you were younger

15 Make some progress on a project that matters to you

16 Rediscover your favourite music that really lifts your spirits

17 Learn something new or do something creative

18 Find a fun way to do an extra 15 minutes of physical activity

19 Do three acts of kindness to help others, however small

20 Make time for self-care. Do something kind for yourself

21 Send a letter or message to someone you can't be with

22 Find positive stories in the news and share these with others

23 Have a tech-free day. Stop scrolling and turn off the news

24 Put your worries into perspective and try to let them go

25 Look for the good in others and notice their strengths

26 Take a small step towards an important goal

27 Thank three people you're grateful to and tell them why

28 Make a plan to meet up with others again later in the year

29 Connect with nature. Breathe and notice life continuing

30 Remember that all feelings and situations pass in time

31

32

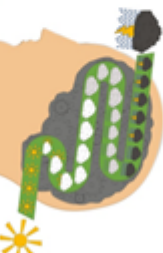
ACTION FOR HAPPINESS



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



Darwalla praised by RSPCA

Compliance data released

RESPECT

Showing care
for people,
animals and the
environment

RSPCA recently advised Darwalla of the audit results for all RSPCA Approved Farms in Australia for the past 12 months, allowing a comparison of how Darwalla is performing against the rest of the industry.

- ♦ Of the 54 audits performed at Darwalla, only 3 non-conformances were reported
- ♦ The industry had 926 audits performed, with 413 non-conformances reported

**94.4% compliance rate for Darwalla vs
55.4% compliance for the industry!**

This is a fantastic result, demonstrating the efforts our growers, the broiler team and the quality team put into ensuring Darwalla grows quality chickens. Congratulations and thank you!

Free range expansion complete

German Church Road farm achieves Free Range status

COURAGE

We persist and
persevere to
continuously
improve

With the popularity of Golden Cockerel's Free Range product increasing, we needed to convert additional shedding to grow more free range chickens.

The past few months has seen an enormous amount of work being undertaken at the German Church Road farm, with Dan Edge's sheds all being converted to free range.

Many people have been involved with this huge project, including Broiler Services, the Maintenance team, Anthony's team, Grants team, lots of outside contractors and of course Dan & his team.

With social distancing requirements in place, the audits were undertaken virtually, using Skype, videos (over 50!!) & emails instead of the auditor visiting the farm. A huge shout-out to Luke for putting in some big hours & Amanda Dickie for her patient organisation skills to get through these audits. A big thank you to all involved!



Breeder expansion project

RMA Engineers post our project on LinkedIn

COURAGE

We persist and
persevere to
continuously
improve



RMA Engineers

956 followers

1w • 🌐

We love working in partnership with our [#Agribusiness](#) clients and local suppliers to help them achieve their growth and expansion goals!

[Darwalla Group](#) is one of Queensland's largest privately-owned poultry producers supplying much of the Queensland Market. Darwalla's success in the industry has necessitated the expansion of their facilities across their sites throughout the Darling Downs. Construction works for the Group's expansion including 6 new, 120-metre long poultry sheds are well underway! Our works have included the bulk earthworks and stormwater design to tie the new sheds in with the existing facilities, geotechnical investigations for foundation design, construction supervision and certification as well as tendering and contract administration. Each shed has required between 2000 to 10,000 cubic metres of earthworks to create a flat pad for the construction of the sheds.

It has been a pleasure working with [Darwalla Group](#) and the consultant team [Precinct Urban Planning](#), R&DG Sanday, [Wayne Wilson](#) at Wilson Survey and Design and [RMA Soils](#) to bring this project to life!

UPDATES:

Back Plains 6th shed is in it's final stages of completion. Birds are being placed from 17 April.

Mt Molar is next—the slab will be poured in the coming few days.

The hatchery setters have been delivered, with installation commencing soon.

