

RESPECT

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

PEOPLE

BELATED RECOGNITION

Apologies to Jasvir (below left) and Gavin (below right) who were accidentally omitted from last month's newsletter. Both long-term employees at their respective workplaces, we thank you for your loyalty and hard work over the years.

Pictured far left, Jasvir was presented with a Darwalla Adina watch for reaching his 15 year milestone at Darwalla. Jasvir joined us back in 2008 and now works at Back Plains breeder production farm.



Joining a few months after the Allora hatchery was commissioned in March 2018, Gavin is one of our longest-serving hatchery employees. He is pictured at right in the Cheeky Chicks blue scrubs with CEO Jonathan.



COURAGE

Acting with honesty and integrity

PROMOTIONS

Congratulations to Sarath (below left) who has been promoted to Assistant Manager at our Mt Molar production farm.

Congratulations also to Udaya (bottom right) and Lachie (bottom far right) who round up the new Bony Mountain production farm leadership team. Udaya joins Manager Mark as Assistant Manager, along with Leading Hand Lachie.

All gentlemen started on our farms as farm workers. We are proud of your progress!





SERVICE RECOGNITION



Congratulations to Corey who works in our feed mill on reaching 5 years with Darwalla. Corey was presented with a Darwalla jacket by Development Manager Dave, to acknowledge this milestone.

Corey is an active QHSE (quality, health, safety & environment) representative & helps out Alex at the weighbridge when needed.

Thanks Corey!



WELCOME

A warm welcome to our newest Darwalla employees:

- | | |
|------------|----------|
| THAO | Laidley |
| KISSI | Vic Hill |
| WARRICK | Bony Mtn |
| SHIMEY | Mt Molar |
| FAZIL | Mt Molar |
| JOBANPREET | Mt Molar |



Some of our recent starters at induction training, pictured above from left: Amanda, Micheal (hatchery), Penny (standing at back, HR), Roy, Venkatesh (Mt Molar) Thao (Laidley) and Lily (Hendon).

- ➔ Have something newsworthy?
- ➔ Want to share your achievements with your colleagues?

Please share photos & stories by emailing to: HRadmin@darwalla.com.au



PEOPLE

CELEBRATIONS



Wishing Ben a happy birthday are (some of) the Killarney crew, from left:

Kelly, Callum (SMT), Kyle, Jon, Ben, Albert and Danny (SMT).

As the last birds had left the rearing farm for Mt Molar, little Octavia (Manager Kyle's daughter) & her rainbow unicorn snuck in for some cake!

RESPECT

We empower, support and take care of each other

PASSPORT PROGRAM

Our strict biosecurity measures can make it difficult for staff to visit and learn about other workplaces in Darwalla. That's the beauty of the passport program—finding a safe window of opportunity to travel to another workplace to meet, learn and share information face-to-face.

The Mt Molar crew took time from their busy clean-out schedule to visit their internal customer, the hatchery, with the aim to see what happens with their eggs and how their work impacts the hatchery.

UNITY

We work together for common goals



Pictured from left are: Cherry, Lava, Vara, Venkatesh, Sunil, Roy, Venkat (hatchery), Bernie, Sarath and Chrissy.

APPRECIATION—SAM McLARY



Sam is our Breeder Operations Manager, helping to coordinate the operations within our rearing and breeder farms. Now with 3 rearing farms and 5 breeder farms, Sam is kept busy supporting our farm managers. Sam was nominated by Craig, our maintenance planner.

Tell us about your history with Darwalla? I grew up in Brisbane as a city boy, but my parents bought a property near Killarney and I loved the bush, so moved out after finishing high school at Ipswich Grammar. I started with Darwalla at the Killarney farm in 2012 straight out of school—Darwalla was my first full time job.

What's a normal day look like? *laughs* there's no such thing!! My routine is up at 4:30am to travel out to one of our farms to be there for feeds; I'll spend most of the morning on-farm with the team, then head back to my office for computer work. I try to knock off at 3pm to go to the gym most days.

What achievements are you most proud of? Personally, starting as a farm-hand 10 years ago, and now being in management, is what I'm proud of. Many people have helped me along the way—I wouldn't be where I am without them. I'm grateful to people like (ex-manager) Lloyd who pushed me to apply for the Killarney managers job, and now-CEO Jonathan who has encouraged me along this journey. My then-girlfriend Diana also encouraged me to move from rearing to breeders.

What to do you enjoy doing outside of work? I love camping with my new finance Diana. My job supports my expensive hobby which is my Landcruiser.

Who is someone you appreciate in Darwalla? Luke Crowe (broiler services manager). We have a funny relationship, where there's lots of banter but also serious conversations, mostly about chooks! Luke is someone I can go to for advice and he's been really helpful to me a new manager.

SUPERANNUATION—6 STEPS TO SUCCESS

The “6 Steps to Super Success” info sessions are scheduled for Wednesday 30th August in the Mt Cotton office.

Starting at 12noon & 1pm, these free sessions will be available in the office, online via MS Teams or recorded for watching at another time. The presentation is by Australian Retirement Trust, but you do not need to be a member with them to attend or listen in.

To register, please click on the image below, contact Mimi or Kate or email hradmin@darwalla.com.au

The topics will include:

- ⇒ Intro to Super
- ⇒ Salary Sacrifice
- ⇒ Member Contributions
- ⇒ Consolidating Super
- ⇒ Investment Choices
- ⇒ Beneficiaries
- ⇒ Insurance



R U OK?

With R U OK? Day every September, it is a great reminder to check in with friends, family & colleagues.

We all experience ups & downs, but especially with the current economic pressures we are all facing, things can get tough. Please look out for each other, be patient and seek out some joy in every day.

For tips on how to approach an R U OK? conversation, please go to their website:

www.ruok.org.au/how-to-ask and remember our Employee Assistance Program, AccessEAP who can be contacted on 1800 818 728.



1. Ask



2. Listen



3. Encourage action



4. Check in

CHRISTMAS—SAVE THE DATE!

With the year powering ahead, we are planning ahead to set aside time to catch up with each other, and to take a breather from work and enjoy some time together.

We have scheduled our Allora Christmas party for Friday 1st December, to be held at the Allora Sports Club. This will coordinate with the Allora Bush Christmas event, held the following day.

Our Local Christmas party location is to be advised, but we are aiming for the weekend of 25-26 November.

If you would like to provide suggestions or help coordinate either event, please get in touch with Kate or email hradmin@darwalla.com.au



SUPPORTING LOCAL SPORT



The Wattles Rugby League Football Club are the local Allora-Clifton club and Darwalla sponsor them as a family-friendly community group.

The President of the Wattles club Amanda O'Halloran presented Kate with a framed jersey to thank Darwalla for our sponsorship.

The Wattles will be hosting the first of the Semi Finals Elimination Round this Saturday 26th August at Platz Oval in Clifton. Keep up to date with their progression by following them on Facebook.

Pictured above on left is Amanda (right) presenting the framed jersey to Kate (left) representing Darwalla.