

# One



**dunbia**

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all the latest news and events from Dunbia

## Dunbia Acquires New Facility



## Awards

Dunbia Producer  
Wins Top Award



## Training Success



## Events

Harper Adams  
Careers Fair



## Achievements

Masters in Human Resources



Jim Dobson, Group Managing Director

Firstly, I would like to wish all Dunbia employee's a happy and healthy new year and personally thank you for all your hard work throughout 2008.

Last year was a challenging year in many aspects and the first few weeks of January has already proved how taxing 2009 is set to be. This aside, I am thrilled to have observed the professional development of Dunbia throughout 2008 in both workers and operations, and delighted to see the recognition Dunbia has received in terms of rewards whether it was for products or charity initiatives throughout last year.

Following the announcement that Dunbia has acquired Stevenson & Co pork processing facility in Co. Antrim, I would personally like to welcome all the Stevenson & Co staff to Dunbia and hope that they settle into Dunbia life with ease.

I hope you enjoy Issue 8 of One.



## Site News

### Dunbia (Kilbeggan) Producer Gets Top Award



Dunbia (Kilbeggan) extends their congratulations to Robert on this fantastic achievement.

On Friday 12th September 2008, Mr. Trevor Sargent TD, Minister of State at the Department of Agriculture, Fisheries and Food presented the Beef Merit Award for Development to Robert Good, Kilbeg, Minane Bridge; a valued producer to Dunbia (Kilbeggan).

The competition is designed to recognise outstanding performance by Ireland's leading beef and lamb producers, in terms of quality livestock production, management skills and efficiency. Eighteen beef producers and eleven lamb producers were nominated for the awards by Teagasc advisors and member plants of Bord Bia's Beef and Lamb Quality Assurance Schemes.

Speaking at the presentation in City West Hotel, Dublin, Minister Sargent said: "The farmers nominated for this year's awards represent the top level of excellence in Irish farming. They have been subjected to rigorous examination and scrutiny from a panel of judges. I want to compliment all the participants and to acknowledge their hard work and commitment to producing a high-quality product and therefore reaching the high standard necessary to be considered for this competition."

The selection criteria for the competition included the nomination of farmers who produce top quality beef, lamb or young stock as demanded by Ireland's premium markets. Profitability was a core objective of the competition, as was cost efficient and sustainable production systems. Membership of a quality assurance programme was also required for those in a beef finishing system. Judging took place in July and August 2008 and was conducted by Bernard Smyth, Teagasc; Richard Booth, representing the Irish Farmers Journal; and Joe Burke, Bord Bia.

"The progress being made by our leading livestock farmers is encouraging for the future of the sector. The overall winners produce high quality cattle and sheep; have a profitable and cost-efficient system exploiting resources available; are sustainable with respect to labour, environment and profitability; and serve as a model to others," said Bernard Smyth.

The biannual Quality Beef and Lamb Producer Awards are sponsored and organised by Bord Bia, in conjunction with Teagasc and the Irish Farmers Journal.

## Dunbia (Elgin) Bids Farewell To Colin Taylor

It is often a sad occasion to be saying goodbye to such a valued and dedicated person in the workplace, but after countless years of hard work and commitment to the agriculture and meat industry in the North of Scotland, it is with pleasure that all the staff at Dunbia (Elgin), wish Mr Colin Taylor a long and happy retirement.

In the 1970's, Colin took over the lease of the Moray Abattoir and acquired the long established wholesale company John Rhinds of Huntley. Ever since, Colin has been a pillar in the company and indeed the community helping many people and families along the way.

Jim and Jack Dobson presented Colin with a gift on the occasion of his retirement and said:

"Over the past year since Dunbia acquired Rhinds of Elgin, you have been an enormous help to me and my colleagues within Dunbia. You have been at the forefront of helping us make the right decisions and I sincerely appreciate all the help and direction you have provided. I, on behalf of all your colleagues at Dunbia (Elgin), would like to wish you a happy and peaceful retirement."



Colin Taylor's Retirement Presentation.

## Coleraine Student Wins Dunbia Bursary At Greenmount

Heather Hall, from Macosquin, Coleraine, recently received a bursary from Dunbia (Dungannon) at the Greenmount Campus of the College of Agriculture Food and Rural Enterprise (CAFRE).

Heather, a former pupil of Coleraine High School, has just commenced the BSc Agricultural Technology course offered in partnership between CAFRE and Queen's University, Belfast.

At the presentation ceremony, Ashley Stewart, Human Resource Manager at Dunbia (Dungannon), congratulated Heather on her thought provoking report and said: "In Heather we have identified a talented and enthusiastic individual. By supporting a student at Greenmount, Dunbia is making a small but important contribution to ensuring the continued supply of professional managers to the industry. We wish Heather well in her programme."

Thanking Dunbia, Heather commented: "I am very grateful to Dunbia for giving me this flying start at Greenmount. It is most encouraging that industry is willing to invest in young people embarking on a career in the land based sector."

In her spare time Heather works on the family dairy and beef farm. She is a talented musician playing the flute and piano. She is also involved in Christian voluntary work and has undertaken voluntary work in two orphanages in Kenya.



CONGRATULATIONS: Heather Hall, Coleraine, receiving her bursary from Ashley Stewart, Human Resource Manager, Dunbia (Dungannon).

# Site News



Pictured above left to right: Gwenan, Kay and Ursula.

## Dunbia Attends Harper Adams Careers Fair

On 13th November 2008, Dunbia and other employers from across the UK met with potential future employees at the Harper Adams University careers and placement fair. The Dunbia stand was operated by Ursula Caren, HR Officer Dunbia (Preston) and Kay Lewis, Learning and Development Manager Dunbia (Llanybydder). Also in attendance was Gwenan Arch who is a third year degree student in Agriculture at Harper Adams University.

Since July 2008, Gwenan has been carrying out her work placement at Dunbia (Llanybydder) with one year left in college. During her time at Dunbia (Llanybydder), she has been given insight into the day-to-day operations of the site, with particular focus being placed on procurement areas.

As a company, Dunbia has previously recruited other individuals from Harper Adams University. Tom Rees is currently on placement at Dunbia (Llanybydder), whilst at Dunbia (Preston)

Peter Briggs completed his placement year in 2006/2007 and then re-joined the Dunbia (Preston) team in 2008 as a Graduate. Currently, Peter is temporarily managing the Transport Department at Dunbia (Preston).

At the career and placement fair, Ursula, Kay and Gwenan were on hand to provide students who approached the stand with a valuable insight into Dunbia's operations and Gwenan was especially talented at providing further information on how the placement process worked. Significant interest in Dunbia from students was reported and it is hoped the attendance at the fair will result in a number of enthusiastic and high-quality students seeking placement positions within Dunbia.



An interested student at the Dunbia stand.



## Congratulations Barbara!

Barbara Maguire, Human Resource Manager at Dunbia (Sawley), has obtained a Master of Arts in Strategic Human Resources from Liverpool John Moores University. Barbara completed the course over a twelve month period attending tutorials in Manchester. An important element of the course was the submission of a 22,000 word dissertation on Staff Turnover and

Employee Retention in the Red Meat Industry; a topic of huge relevance and importance to the company particularly during last year. Completion of the course has enabled Barbara to make recommendations to the senior team at Dunbia (Sawley) to benefit the sites performance.

## Shahzad Ahmed - Training Success!

Shahzad Ahmed, Evening Cleaner Manager at Dunbia (Sawley), has undertaken training from Ecolab, to improve the efficiency of the evening cleaning department. His training now enables him to maintain and repair the satellite cleaning units reducing the need for an engineer to be called to site to service the equipment and deal with faults. This has eliminated the waiting time for engineer call outs and prevented the need to pay call out fees.



## Loughry Graduates Gain Insight Into Dunbia's Graduate Programme

Recently Ashley Stewart, Dunbia (Dungannon), Human Resource Manager, spoke to final year students at Loughry College about Dunbia's Graduate Development Programme. Ashley provided an insight into the work that those currently on the programme are engaged in and the development potential offered through the programme.

The Graduate Development Scheme offers graduates a 24 month structured training programme that in Year 1 takes in all aspects and departments of the business, engaging in a mix of day-to-day operations and project work. The second year sees graduates focusing on specific areas of the business where they will build on their knowledge and develop skills in preparation for transfer into a permanent role.

Two graduates who are currently on Dunbia's graduate programme are Fionnula Haughey and Kathy Alexander.

Kathy Alexander, Dunbia (Primary) says: "The Graduate Trainee Programme has given me the opportunity to learn and gain experience within all aspects of the primary meat processing industry.

The training programme has been structured to provide an in-depth knowledge in all departments of Dunbia (Primary), and has given me skills for problem solving, dealing with audits, production meetings, communication with all levels of staff and much more. The time I have currently spent here has been very beneficial for my own personal development as a manager, along with being a very enjoyable experience."



Kathy Alexander



Fionnula Haughey

Fionnula Haughey, Dunbia (Retail) says: "The Dunbia Graduate Programme has provided me with a great start in the food industry as it gives me real hands on experience. Due to the structure of the programme I am moving through departments gaining experience and confidence with the support from management."



Dunbia's Human Resource Manager, Ashley Stewart, informs final year Food Technology and Food Supply Management degree students, Teresa Conroy and Kyle Somerville, about the benefits of the company's Graduate Development Programme.

# Shows

## Welsh Winter Fair 2008

The Welsh Winter Fair took place on Monday 1st and Tuesday 2nd December 2008. As usual Dunbia personnel attended the event "en masse" as this event is the most influential event in the show calendar for Dunbia (Llanybydder).

As a main sponsor, the Dunbia presence was clearly evident at the show, with the newly acquired Dunbia banners featuring heavily in both the beef and sheep rings, as well as at other venues throughout the show field.

The two days were packed full of events which were attended by various personnel. Monday saw the traditional HCC breakfast and the visit of the show president, Trebor Edwards to the Dunbia stand. The official Winter Fair opening was attended and acknowledgement was given to Dunbia for their sponsorship. Also at the opening ceremony Mr Wyn Williams, (Group Lamb Procurement Manager), bought the first edition of Trebor Edward's autobiography.

Dunbia (Llanybydder) once again sponsored the Wales YFC Lamb rearing competition and Mr Stan Ayrton (Group Beef Procurement Manager) judged the boards.

On the Tuesday, Dunbia (Llanybydder) hosted Annie Graham (Sainsbury's Agriculture Manager) and Andy Phelps (Sainsbury's Lamb and Pork Buyer), and various industry meetings were facilitated by Dunbia staff with organisations such as the YFC and Meat Promotion Wales.

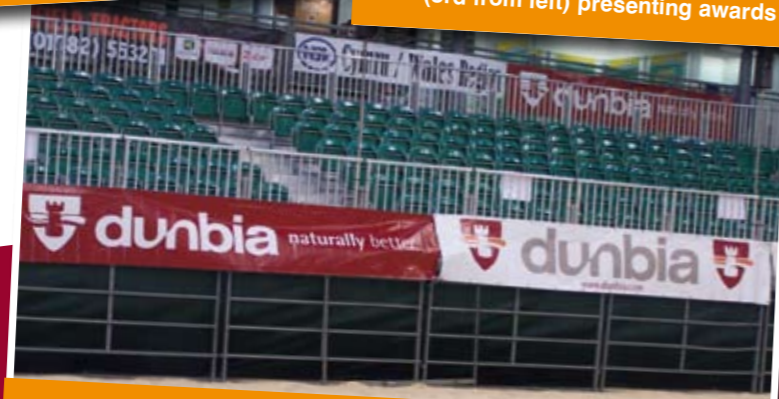
Prior to the Winter Fair, Dunbia embarked on some fundamental quantitative research with their primary producers, providing key information that will help develop future strategies and allow Dunbia to help sustain the livelihood of their producers. All Dunbia producers who completed the questionnaire were automatically placed into a free prize draw to win a 4 Wheel Drive Honda Quad Bike, sponsored by Dunbia and Dalton's ATV. The winner was Mr Dion Davies, a Welsh lamb producer from Pontsian, Llandysul, Ceredigion, Wales. The presentation took place in the Beef ring at the Welsh Winter Fair.



Wyn Williams, Paul Edwards, Dion Davies, and Andy Phelps (Sainsbury's Lamb and Pork Buyer).



Wyn Williams (back left) and Anthony Davies (3rd from left) presenting awards at the Winter Fair.



The new Dunbia marketing banners.

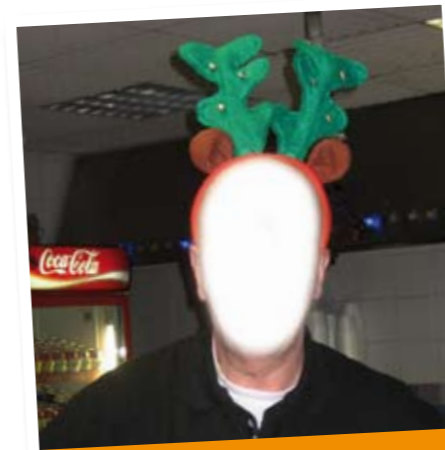
## Dunbia (Dungannon) Welcomes Santa!

Dunbia (Dungannon) had a very special visitor on Wednesday 17th December to its Retail facility. Over 140 children came to see Santa arrive by fire engine, after which he greeted each child individually and presented them with a gift.

Santa was not the only highlight of the evening, with the face painters and nail artists proving a massive hit. Huge thanks goes to all who helped in any way, making Dunbia (Dungannon) Children's Christmas party once again a resounding success.

Heather Neill and her team did a magnificent job in decorating the Retail canteen into a Christmas wonderland with a mouth watering selection of party food on display for Dunbia employees and their children to enjoy.

The chosen charity for this year's voluntary donations was the Northern Ireland Children's Hospice. A total of £1000 was raised; again thanks to anyone who kindly donated to this extremely worthwhile cause.



### Guess Who Competition???

Entry Fee 50p - half of proceeds donated to NI Children's Hospice, with the remainder as prize money. See Elaine or Keith at reception for details.



Heather Neill, third from left front row, and her team who made the Christmas Party such a success.



From left to right: Maria Femedo, Philip Welton, Karen Birnie (NI Children's Hospice Representative) and Heather Neill.



# Group News

## Dunbia Acquires Pork Processing Facility

Dunbia has recently acquired Stevenson & Co pork processing plant in Cullybackey, Co. Antrim. The facility, that was announced to close last October, is the latest acquisition by Dunbia; saving more than 100 jobs and expected to create up to 70 new jobs as well as boosting existing pork production.

Jim Dobson, Managing Director Dunbia, said: "We have been looking at the pork sector for some time and acquiring the Stevenson facility with its skilled workforce, loyal farmer supply-chain and industry reputation, gives us a strong trading base. This is a double win for Northern Ireland, not only securing the jobs at Stevenson's but providing a secure market for NI pig producers."

Dunbia has also won a contract to supply a full range of fresh pork products to Sainsbury stores throughout Northern Ireland and the UK. The new contract will be processed from the Stevenson facility in Cullybackey and Dunbia (Dungannon).

Full review on the new pork facility in Issue 9 of 'One'.



New Facility at Stevenson & Co.

## Dunbia Awarded For Their Work With 'Caring For Life'

Dunbia gained recognition for its work with 'Caring for Life' at the Food and Drink Federations 'Community Partnership Awards' back in October. Dunbia, perhaps in the toughest and most competitive category, was presented with a Highly Commended Award at the luncheon at the Churchill Museum and War Rooms in London.

Pictured are Steven Dobson (Dunbia); Karen Birnie (Dunbia); Sir Don Curry (Chairman of the Community Partnership Award judging panel), and Peter Parkinson (Caring for Life).



CPA Winner 2008 Dunbia.

## Dunbia Host UK Wide Lamb Steering Groups



During the months of October and November 2008, Dunbia once again hosted UK wide Lamb Steering Group Meetings on behalf of Sainsbury's Stores Ltd.

These meetings were attended by prominent producers from Northern Ireland, Wales, England and Scotland who met with Annie Graham (Sainsbury's Agricultural Manager) and Andy Phelps (Sainsbury's Lamb Buyer).

The meetings were two way informative meetings with all parties presenting their different situations and viewpoints on the current climate. Other topical items were EID and the effect of the adverse weather conditions on the finishing of lambs.

Dunbia and Sainsbury's communicated what progress had been made within the last twelve months, as well as outlining future plans concerning the processing and marketing of lamb products.



ISO Lead Auditor photo from left: Eddie Ruddell, Glenn Patterson and Claire McConnell.

## Environmental Training

Since joining the company both Claire McConnell and Eddie Ruddell have undergone a demanding five day Environmental Management Systems (Lead Auditor) Course. Both Claire and Eddie passed the course with flying colours; a testament to their hard work and commitment over the past few months.

Both Claire and Eddie are integrally involved in the implementation of Environmental Management Systems throughout the group and this course is key to the continual development of these systems. Dunbia (Sawley) currently have the ISO14001 Standard for Environmental Management and this standard is currently being adopted across the group.



Pictured above are the attendees for Dunbia (Sawley) last October on their half day course.

## Spillage Response Training

As part of the ongoing development of the Environmental Management Systems throughout the group, 'Spillage Response Training' is being implemented for all sites and is due for completion over the coming months.

### APPOINTMENT



**Llyr Jones**  
Environment and Risk Officer, Dunbia (Llanybydder)

Llyr joined Dunbia (Llanybydder) in October 2006 as a Quality Control Officer after studying for a BSc in Countryside Management at the University of Wales, Aberystwyth. In July 2007 he progressed within the Technical Department to Temporary Quality Assurance Manager. After working for more than a year and a half in the Technical Department, in August 2008 he was appointed as the Environment and Risk Officer for the Llanybydder site.

Llyr's main objectives for 2009 are to concentrate on developing the Environmental Management System in Dunbia (Llanybydder), ensuring legislative compliance, enhancing the Company's reputation regarding environmental issues and assisting with the management and development of the Company's Health and Safety strategy. We wish Llyr every success in his new role with Dunbia (Llanybydder).

### APPOINTMENT



**Ben Topham**  
Environmental Officer, Dunbia (Sawley)

Ben has worked for Dunbia (Sawley) since July 2008 in the Lairage and looking after the wetlands. In December 2008 he was promoted to Environmental Officer for Dunbia (Sawley) where he can put his Marine Biology qualification obtained from the University of Portsmouth to good use.

Ben's new role entails assisting in the maintenance of the Environmental Permit for Dunbia (Sawley), assisting in the maintenance and development of the site's Environmental Management System and having responsibility for the maintenance and aftercare of the Integrated Constructed Wetlands system at Dunbia (Sawley). Ben will also assist in the development, implementation and maintenance of environmental and cost reduction initiatives at Dunbia (Sawley).

# Awards

## Colleague of the Month Winners at Dunbia (Llanybydder)

Dunbia (Llanybydder) has continued to respond positively to excellent individual contribution within its workforce over the past few months through its "Excellence in Dunbia" scheme. Winners in the last quarter of 2008 are pictured.



Winner for October:  
Carol West (Stores).



Winner for November:  
George Weir (CPM Packing).



Winner for December:  
Madeline Montgomery (Red Offal).

# Appointments

## APPOINTMENT



**Audrey McCaigue**  
Health & Safety Risk Officer, Dunbia (Sawley)

Audrey joined Dunbia (Sawley) in August 2005 and since that time has worked within the Accounts department. From February 2009, Audrey will take on her new role as Health and Safety Risk Officer at Dunbia (Sawley).

Audrey's role is to help develop and manage the health and safety strategy at Dunbia (Sawley) and work as part of the Health and Safety Team within Dunbia.

We wish Audrey all the best in her new role.

## APPOINTMENT



**Michael Randles**  
Sales, Dunbia (Kilbeggan)

Michael Randles has joined the sales team at Dunbia (Kilbeggan). Michael studied Food Business at University College, Cork and has one years experience working with Dawn Meats in Cork as a production manager.

Michael is looking forward to increasing his knowledge in the world of sales and working with the sales team at Dunbia (Kilbeggan).

We wish Michael all the best in his new role and welcome him to Dunbia.

## APPOINTMENT



**Serge Tureau**  
European Business Development Manager, Dunbia (Kilbeggan)

Serge is French (originally from the Charolais region) and has been living in Maynooth, County Kildare since 2005. Serge completed a Master's degree in International Sales in France in 1994. He has 15 years international sales experience gained within large industrial manufacturers in the Netherlands, France and the UK. Serge speaks a few European languages, has a real passion for food and wine, loves cooking, and is delighted to have joined Dunbia in January 2009 as a European Business Development Manager based at Dunbia (Kilbeggan).

We wish Serge all the best in his new role and welcome him to Dunbia.



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We hope you enjoyed this issue of

**One**

The magazine is to be published on a quarterly basis. Please note that all individual site news is to be sent to the HR manager of that site: **Dungannon: Ashley Stewart (astewart@dunbia.com)**, **Sawley: Barbara Maguire (bmaguire@dunbia.com)**, **Preston: Joanne Weir (jweir@dunbia.com)**, **Llanybydder: Corinna Lloyd (clloyd@dunbia.com)**, **Kilbeggan: Patricia Smith (psmith@dunbia.com)**

Any group news is to be sent to Karen Birnie at Dunbia Dungannon (kbirnie@dunbia.com).

The next issue of One will be published in April 2009. The deadline for articles should be returned by 20th March for next issue. If you have any ideas for the magazine please put them forward for consideration! Also if there are any community events, competitions, fundraising activities etc... happening within your site or the surrounding community please also send them in, with pictures!!