



Annual Report 2019/2020

There are two national egg industry bodies: **Australian Eggs** and **Egg Farmers of Australia**. The two organisations have different mandates but work collaboratively to provide services to, and representation for, Australian egg farmers.

Australian Eggs undertakes research and development and marketing activities to support the long-term prosperity of Australia's egg industry. But its funding agreement with the Federal Government prevents it from engaging in agri-political activity.

That's why **Egg Farmers of Australia** exists as a national representative body for eggs and the voice of Australian egg farmers. It was formed to do all the things **Australian Eggs** can't do, such as lobby politicians, provide a united voice on policy decisions affecting the industry and advocate for egg farmers.

In the table below the different but complementary roles of **Australian Eggs** and **Egg Farmers of Australia** are explained.



Under its Statutory Funding Agreement with the Federal Government, Australian Eggs is unable to put forward industry policy positions.

EGG INDUSTRY POLICY POSITIONS

Egg Farmers of Australia consults with all levels of government and provides input and feedback on policy. It brings together all the state-based farmer organisations that represent egg farmers through a national voice.

Australian Eggs invests in research projects and marketing activities to improve the long-term sustainability of the egg industry.

SUPPORT FOR FARMERS

Egg Farmers of Australia speaks publicly on important topics such as welfare policy, trespass laws and the retail price of eggs.

Australian Eggs provides information about eggs through television, radio, websites, social media, agricultural shows, virtual reality experiences, and resources for teachers and healthcare professionals.

PROMOTION OF EGG FARMING

Egg Farmers of Australia provides information about egg farming and industry practices through the media, government submissions, parliamentary hearings and meetings with ministers and members of parliament.

Research focus areas are:

- ⌚ Biosecurity and flock health
- ⌚ Animal welfare
- ⌚ Food safety
- ⌚ Feeding and nutrition
- ⌚ Environmental sustainability

RESEARCH AND EXTENSION

The research findings developed by Australian Eggs are used by Egg Farmers of Australia in advocacy activities

Australian Eggs runs marketing campaigns to increase egg consumption in Australia.

MARKETING

Egg Farmers of Australia does not undertake marketing activities.



FUNDING



Marketing

32.5 cents per chick compulsory levy.

\$55 membership

Research

13.5 cents per chick compulsory levy with 50 cents of matched government funding for every \$1 of research levy raised.

4.5 cents per layer hen voluntary levy.

To become an Egg Farmers of Australia member or corporate sponsor, please contact info@eggfarmersaustralia.org

EGG FARMERS OF AUSTRALIA

AT A GLANCE

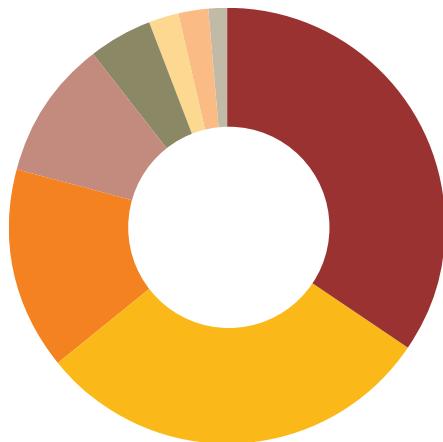
Aims

- Affordable membership for commercial egg producers and stakeholders
- Increase the number of Egg Farmers of Australia members
- Provide information to our members in relation to biosecurity, Australian Animal Welfare Standards and Guidelines and Food Security
- Egg Farmers of Australia is the voice of Australian egg farmers. We advocate on key policy issues affecting our industry and promote egg production by providing transparent information to the public.
- Outline the role of our organisation and how we engage with Australian Eggs

Engagement with Organisations

- Egg Farmers of Australia Members
- Prospective Members of Egg Farmers of Australia
- Australian Eggs
- State Farming Organisations
- Animal Health Australia
- State Government Ministers & their Ministerial Offices
- State Government Departmental Officials
- Federal Government Ministers & their Ministerial Offices, Senators and MPs
- Federal Government Departmental Officials
- Shadow Ministerial Offices
- Food Authorities
- Local Councils
- Cross-Collaboration with industry representative bodies
- Media

Members



- 26 members identified as Cage Farmers
- 13 members identified as Barn Farmers
- 30 members identified as Free Range Farmers
- 2 members identified as Organic Farmers
- 4 members identified as producers of egg products
- 2 members identified as suppliers
- 1 member identified as a caravan producer and
- 9 members have person membership or have made a funding contribution

It should be noted that some farmers have a range of production systems.

Team

5

Board of
Directors

2

Staff

2

Ongoing
Contractors

IT & Media Support

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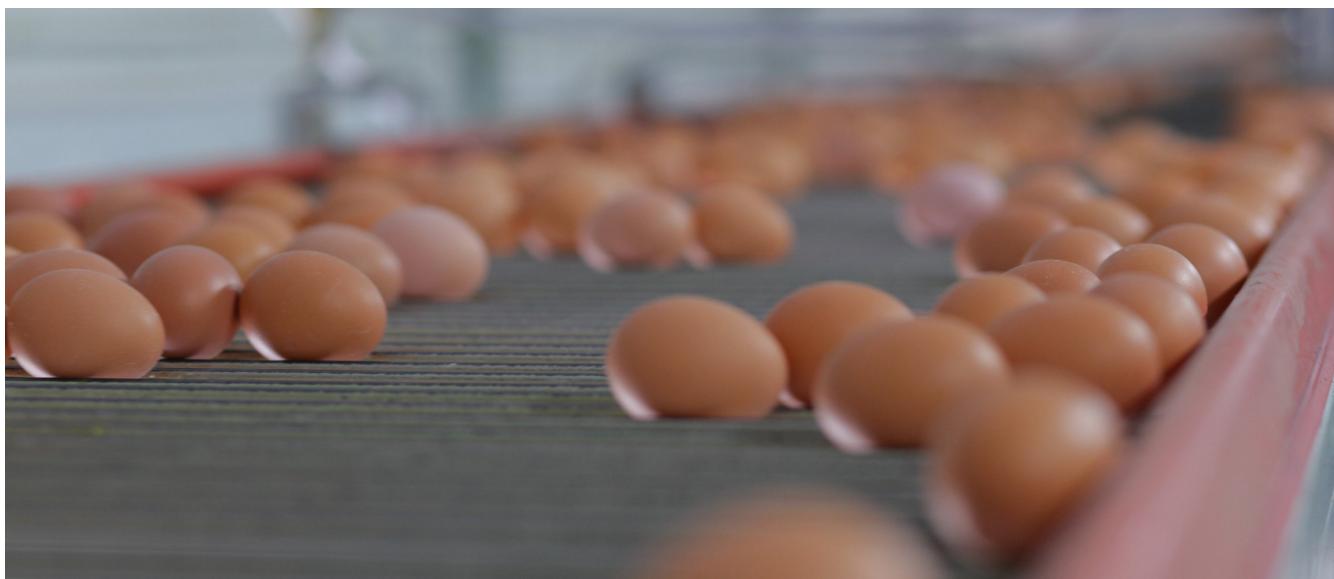


Photo source: Australian Eggs - Egg grading

Introduction

Message from CEO, Melinda Hashimoto

In the twelve months since our last AGM, it is important to reflect on the work undertaken and what is to come. In the re-establishment of Egg Farmers of Australia, a review of requirements was required and a range of governance updated.

In parallel with this work, recruitment of egg farmer members was required so that our organisation could ensure a financially solid base to continue advocacy.

With Governance activities undertaken, increase in members and a continued range of advocacy, Egg Farmers of Australia is in a strong position for the organisation to move to the next level. Egg Farmers of Australia continue to address our core requirements, representing commercial egg farmers.

Our key aims and objectives have related to Biosecurity, Standards and Guidelines and Food Security.

Biosecurity

Salmonella Enteritidis (SE)

This year, a number of properties particularly in Victoria and New South Wales have been impacted by Salmonella Enteritidis. I look forward to hearing of the first farm that places a flock back into production following the impact of SE and that they have returned to receiving an income from their eggs.

Egg Farmers of Australia representatives met with a number of state government agencies including agriculture, health and those responsible for food safety to understand their approach to preparedness or response to SE in their state.



Photo: Chook on roof – Fremantle Egg Company



Photo: Grading Floor – Days Eggs

Avian Influenza

At the time this report was compiled, the enactment of the EADRA had occurred on a number of occasions due to outbreaks of high and low pathogen Avian Influenza.

Mandatory Salmonella Enteritidis Testing

New South Wales have commenced a 2 year pilot program requiring mandatory testing for Salmonella Enteritidis every 12 – 15 weeks. Queensland has producers undertake a test annually. With the release of the Salmonella Enteritidis response plan at the end of the year it is hoped that State Government agencies will consider the response or next steps to assist the farmers in their state should an incident of Salmonella Enteritidis occur.

Standards and Guidelines

With the assistance of Dr Rod Jenner's animal welfare and technical expertise and David May's economic modelling, a submission was compiled and provided to the Australian Animal Welfare Standards and Guidelines Panel. The panel, endorsed by the Agriculture Ministers' meeting (AGMIN) and appointed by the Federal Minister for Agriculture met with Egg Farmers of Australia representatives on the 17th of July 2020.

Egg Farmers of Australia eagerly await the release of the Draft Standards in order to provide feedback to the Government.

Introduction

Message from CEO, Melinda Hashimoto

CSIRO Sustainability Framework

This year the CSIRO Sustainability Framework showed an increase in consumer trust of the egg industry.

Increasingly it would be great if farmers could talk to people about the themes outlined in the sustainability framework, lives of people, hen welfare, economic viability and environmental impact.

Animal Health Australia

Egg Farmers of Australia Egg Farmers of Australia are contracted through Australian Eggs to provide services to Animal Health Australia.

Egg Farmers of Australia are a representative for Australian Eggs to Animal Health Australia on the following matters:

- attending the AHA industry and members' forum;
- attending the EADRA Workshop and participating in Working Groups set up by the EADRA Workshop to progress specific issues;
- attending the National Animal Health Surveillance Business Plan meeting;
- attending the Steering Committee for Newcastle disease;
- participating in the Consultative Committee on Emergency Animal Diseases (CCEAD) and Liaison Livestock Industry group (LLI) in the event of an emergency animal disease outbreak, along with Australian Eggs;
- updating the lists for potential representatives for NMG, CCEAD and LLIs;
- liaising with AHA to conduct training for NMG, CCEAD and LLIs;
- consultation with egg industry stakeholders on the issues set out above; and
- liaising with Australian Eggs on technical issues to ensure consistent approaches on industry issues.

Food Security

The continued situation with COVID-19 has shown a demand for consumers wishing to buy locally based, low cost proteins. Food security is of vital importance. Incidents such as COVID-19 or disease in hen flocks could be of detriment to food security and the import of eggs from other nations would not be an option with the close of borders.

Farms have put in place a range of biosecurity measures including PPE to ensure they can continue to supply eggs to the nation and have management strategies in place should



Photo source: Australian Eggs – Cages

staff or birds become unwell. Just as people have isolated to reduce the spread of disease, caged production system allow for more control along the supply chain reducing the risk of disease in birds.

The COVID-19 situation seems to have a parallel to the debate on letting birds go outside and barns. In the case of COVID, the priority for us as a community is to firstly protect lives and secondly to stop spread of disease. To achieve that we adopt restrictions.

In the case of poultry, we let them out on the range, birds have access to bacteria, Spotty Liver Disease (with no vaccine), extreme weather and predators still cause issues. Yet in the case of animals we don't want to have limitations on the birds and thereby increased disease and mortality is the outcome.

Availability and access to eggs to ensure good nutrition for Australia's needs to be paramount. Food security is only possible through consideration of meeting the needs of consumers and focusing on any challenges that could possibly reduce the supply of product to the market.

Governance

Governance is extremely important to the smooth running of an organisation and yet can be overlooked. The Egg Farmers of Australia policy handbook has recently been updated and endorsed by the Board.

Board Review

This year a board review was undertaken to focus on the strengths of Egg Farmers of Australia and areas for improvement.

Introduction

Message from CEO, Melinda Hashimoto

Given the situation with COVID-19 face-to-face meetings were not possible and the Board Review Report and actions will be progressed in 2021.

Compliance

At each meeting a motion is carried that Board of Directors and staff are compliant with the Competition and Consumer Act 2010.

These obligations include the members of the Egg Farmers of Australia Board of Directors adhering to the following protocols relating to commercially sensitive information and competition:

- no discussion of pricing;
- no discussion of dealings with customers, suppliers or other stakeholders;
- no cost sharing information; and
- no discussion surrounding restricting or limiting supply.



Photo supplied: Karen Farrell – Chicken statue display

Media

Training in Mailchimp was undertaken and with support we now have a much more professional newsletter.

This year we have also provided our first online survey to members in order that results could be outlined to members at the AGM meeting.

With the expansion of the Administration Officer role, the year to come will allow for more engagement with members and politically.

Thank you

I would like to thank all Board Directors for their commitment to the role and to Karen Farrell and Kylie Jackson for your support, engagement with members and commitment towards your role.

Thank you to our committed members who have stuck with us through thick and thin. We are making progress and when times are tough, we continue to fight and advocate to get the best outcome for you, your family, business and staff.

And finally, farmers are busy people. Thank you to those who have been kind enough to provide feedback and ask all the straightforward questions e.g. Who are you? What do you do? Why should I join? So that we could raise awareness of our role and work harder to communicate what we do and why we do it so you can get back to worrying about packing eggs.

The work of Egg Farmers of Australia will always be to do our best to ensure that egg farmers remain viable for the long term, even in when faced with very difficult circumstances.

May 2021 be a productive, prosperous and safe year for you and your family and a time for renewal in the new parameters we now work within.

Melinda

Introduction

Message from Chair, Bede Burke AM



Photo: Bede and Narelle's sorghum crop



Photo: Egg Cookery Merengue by Narelle Burke

As your chairman, it gives me great pleasure to deliver this year's annual report to you, our supportive members.

This year we have seen some trying times, such as individuals, families, communities and businesses struggle to overcome the various challenges of COVID-19, however we have also seen people come together to look after one another and carry on past these hurdles that have come our way. Humankind has been impacted by pandemics before and will continue to be impacted in the future.

Egg Farmers have been getting on with the job and providing eggs for our nation and we should be very proud of the work that has been undertaken within our industry. Even though it has not been any different to other food production in requiring additional costs due to COVID-19, Egg Farmers were already in the middle of ongoing changes which added to the load.

Introduction

Message from Chair, Bede Burke AM

We saw panic buying increasing sales of eggs at major retailer level, and at the same time a reduction in eggs that were being sold in the food service industry (box market). This meant significant downward pressure was put on other products such as liquid egg with these reductions in the box market from closures of cafes and restaurants.

All this has happened with no increase in the price of eggs for our farmers. The increasing price of grain has meant that most producers have experienced additional financial pressure. The board of egg farmers is acutely aware of this and has been advocating accordingly.

Egg Farmers of Australia held a face to face meeting in Brisbane in February this year and have had zoom board meetings each month since. With the COVID-19 risk and Directors from all states coming together, Egg Farmers of Australia has been sensible in our approach to consider meeting when the risk is greatly reduced.

This year we have made great strides in a range of areas. There have been changes undertaken in a number of states and preparedness plans worked on relating to Salmonella Enteritidis. The Australian Animal Welfare Standards and Guidelines for Poultry has been Egg Farmers of Australia's key priority. Successful engagement with the panel was undertaken in July and we understand the draft Standards and Guidelines will be released for consultation by years end.

Egg Farmers of Australia are in a strong financial position with the hard work of staff and importantly as a result in the uptake of support by our voluntary levy payers. This has allowed us to move to two full-time staff which means more support and advocacy on your behalf, which is what we are passionate about.

2020 has also seen the contractual engagement of Christopher Lawson from Lawson and King Consulting to assist with media. Christopher did some media training in 2019 and will be assisting with Egg Farmers of Australia's quarterly newsletter. I am sure that you would notice that our member communiques have gone from strength to strength.

As Egg Farmers of Australia continues to consider the policy settings of our industry, Egg Farmers of Australia is not just an advocacy, representative or peak body but is also a development organisation. Egg Farmers of Australia through its voluntary board and professional staff are working hard to ensure that improvements for industry are possible in speaking with government about improvements for the further development of our industry.

The AGM is an opportunity for you to review the work undertaken by Egg Farmers of Australia and ask any questions to the Egg Farmers of Australia team and I look

forward to your attendance at our zoom meeting on 5th November 2020.

The meeting provides an opportunity for you to receive a short presentation from our CEO in relation to the work plan going forward and feedback that Egg Farmers of Australia have received.

I would like to take this opportunity to thank Karen Farrell who was our part time administration officer until her well-deserved retirement in May this year. We wish Karen and partner, Ted Malone all the best in their upcoming adventures.



I would like to thank my Board Directors - John Coward, Dion Andary, Ian Wilson and Tony Nesci for their assistance and support over the past year and also the dedication of our Egg Farmers of Australia staff, CEO - Melinda Hashimoto and Administration and Engagement Officer - Kylie Jackson. Your work and contributions to the board have been appreciated.

A handwritten signature in black ink that reads "Bede Burke".

Bede

Introduction

History of Egg Farmers of Australia



Timeline	Detail
2016 Egg Farmers of Australia Commences	State Organisations as founding members decide to move from an Association to a National representative body for commercial egg producers.
2016 1st CEO Appointed	John Dunn takes up the role as the first CEO of Egg Farmers of Australia.
2018 The Definition of Free Range Eggs	Then CEO, John Dunn led a successful campaign in the classification of a definition for Free Range Eggs. Under the Standard, egg producers may only use the words 'free range' where the eggs (whether packaged or unpackaged) were laid by hens that: had meaningful and regular access to an outdoor range during the daylight hours of the laying cycle, were able to roam and forage on the outdoor range, and were subject to a stocking density of 10 000 hens or less per hectare. Further, if the words 'free range' are used: on the packaging of eggs, the packaging must prominently state the stocking density, and in relation to unpackaged eggs, businesses must prominently display a sign containing the words 'free range', and which prominently states the stocking density.
2018 Entered into recess	In December 2018, the decision was made by Egg Farmers of Australia for the organisation to go into recess due to drought conditions. Company Secretary John Coward and Treasurer Dion Andary undertook tasks to ensure that EFA was compliant in meeting any regulatory requirements.
2019 Relaunch	In June 2019, a media release was issued outlining that Egg Farmers of Australia would relaunch. Following a review, the organization re-commences with a new structure.
2019 New CEO is appointed	Egg Farmers of Australia appoints Melinda Hashimoto who commences with the organisation at the end of July 2019.
2020 Standards and Guidelines	A range of policy issues arise due to COVID-19 and topics of the year focus on the relationship with retailers, Salmonella Enteritidis state plans and biosecurity related issues and the Australian Animal Welfare Standards and Guidelines.

History of Egg Farmers of Australia

The Australian Egg Industry Association (AEIA) was the first national egg industry peak body in Australia and was the former organisation to the current industry representative organisation Egg Farmers of Australia.

AEIA initiated the call for an egg promotion levy to be introduced and carried out consultation on this during 2001. Levy issues are now facilitated by Australian Eggs.

Egg Farmers of Australia work closely with Australian Eggs, the Research, Development and Marketing body for the egg industry. Australian Eggs understands the research needs of the industry.

In 2017, Egg Farmers of Australia commenced. The State organisations listed below provide a delegate to Egg Farmers of Australia who is the President of the Egg Committee or their nominee. Individual farmer members pay \$55 as an annual membership subscription with a levy of 4.5 cents per layer bird.

- Queensland United Egg Producers (QUEP)
- NSW Farmers Federation Egg Committee (NSWFF)
- Victorian Farmers Federation Egg Committee (VFF)
- Commercial Egg Producers Association of Western Australia (CEPA)
- Commercial Egg Farmers Association South Australia and Tasmania (CEFASAT)

John Dunn commenced as the CEO and during this period the outcome on a definition for free range farming was clarified. The campaign saw the introduction of a 10,000 hens per hectare policy being adopted.

With the drought and market impacts, Egg Farmers of Australia ceased in December of 2018. At this time the Company Secretary John Coward and Treasurer, Dion Andary attended to the issues in order for the organisation to fulfil legal obligations. A board review was undertaken.

In April 2019, Karen Farrell commenced as the Administration Officer of Egg Farmers of Australia and a re-launch of the national organisation was announced. At the conclusion of July 2019, Melinda Hashimoto commenced as the CEO. In May 2020, Karen Farrell retired and Kylie Jackson commenced as Administration and Engagement Officer.

The policy issues that Egg Farmers of Australia are engaged currently include:

- Biosecurity – Facilitating State Salmonella Enteritidis Plans, Traceability and State Food Authority Meetings;
- Animal Welfare – Australian Animal Welfare Standards and Guidelines;
- Better returns – Advocating for a sustainable industry with fair returns taking into consideration the cost of production and:
- Egg Farmers of Australia Governance – Establishment of internal policies for best practice

Introduction

History of Federal Egg Farming Organisations

Approx. 1930's

Federal Association of Poultry Farmers of Australia

Approx. 1982

Warren Starrack, **United Farmers and Stock Agents**

Based in Adelaide, SA (Part-time position)

1987 – 2001

Hugh McMaster, **Australia Council of Egg Producers** - 3 staff

Based in Sydney, NSW

Merge of two organisations - **Egg Marketing Council & Australian Egg Industry Association**

2002 – 2015

James Kellaway, **Australian Egg Industry Association**

Based in Sydney, NSW

2016 – 2018

John Dunn, CEO, **Egg Farmers of Australia**

Anglea Griffin, Administration Officer

Based in Sydney, NSW

2019 – Current

Melinda Hashimoto, CEO, **Egg Farmers of Australia**, Based in Rockhampton, QLD

Karen Farrell, Administration Officer - 2019 - 2020, Based in Sarina, QLD

Kylie Jackson, Administration & Engagement Officer - 2020 to current, Based in Rockhampton, QLD

Board of Directors and Staff

Egg Farmers of Australia Board of Directors and Staff



Bede Burke
Chair and NSW Director

- NSW Farmers Egg Committee President
- Egg Production Style: Caged
- Tamworth farmer of 1400 hectares
- Mixed cropping, grazing of beef cattle, feed lotting, prime lambs and egg production enterprise
- Egg production in 4 age groups with integrated feed milling system
- Former Brownhill Cup Winner for sustainable farming
- Chairman of Tamworth Rural, Director of Australian Eggs and Deputy Captain of NSW Rural Fire Services – Tamworth branch
- Married to Narelle, farming for 38 years with four adult sons and two daughters



John Coward
**Deputy Chair, Company Secretary &
QLD Director**

- Former Career: Meat inspector
- Over 40 years' experience in the pork industry
- 10 years as Managing Director of Swickers abattoir
- Former Chair of the Burnett Pork Alliance
- President of Pork Queensland Inc
- Reside at the Sunshine Coast with wife, Joanne and have one adult son
- *How do you like your eggs?*
Over Easy



Dion Andary
Treasurer and SA/TAS Director

- Former career: From 1975 - 1985 Banking and Retail Management
- First commenced production in 1987
- Egg Production Style: Free Range, Barn Laid & Caged
- Company Name: DAYS eggs named after the initials of family members – Dion, Anne, Yasmine and Sarah
- Employ 90 people
- Produce, pack and distribute their eggs with current egg grader able to grade 126,000 eggs an hour
- Production supports other stock, feed, transport, packaging and general supplies in the area
- With wife Anne, has been farming for over 30 years with two adult daughters
- *How do you like your eggs?*
Sunny side up

Egg Farmers of Australia Board of Directors and Staff



Ian Wilson
WA Director

- Former career: Along with the farm, Ian and his father and two brothers were also successful as hobby racehorse trainers and breeders, and enjoyed quite a lot of success throughout the 80's and 90's.
- 3rd Generation Free Range egg farmer, who has 15,000 hens and produces around 12,000 eggs per day.
- Located just near city of Fremantle, Fremantle Egg Company supplies locally to food distributors, cafes and restaurants.
- Ian employs his two brothers, two nieces and 5 part-time staff and about 3 years ago his daughter Rachel also joined the family business full-time, making 4 generations of Wilson egg farmers.
- Ian, along with his wife Sandra also have a son (Callum) and another daughter (Stephanie) who both live in Melbourne.
- How do you like your eggs?*
Poached



Tony Nesci
VIC Director

- Former career: Insurance broker, travel agent and car salesman
- Years in the egg industry: 50
- How do you like your eggs?*
I love my eggs poached with sourdough toast



Melinda Hashimoto
CEO

- Farmer's daughter from a small beef property (Brahman cross)
- Reside in Rockhampton
- Former career roles include: Adviser to Ministers for Agriculture at Federal and State Levels and Qld Department of Trade and Investment.
- Portfolio areas: poultry, pork, horticulture, wine, emerging industries and bovine genetics
- Married to Ryo (pronounced Rio), bereaved parents of only daughter
- How do you like your eggs?*
Hard boiled

Board of Directors and Staff

Egg Farmers of Australia Board of Directors and Staff



Karen Farrell
Administration Officer

- Administration Background with over 40 years' experience
- Former Career: Executive Secretary and Company Secretary to the CEO and Board of the (then) Australian Sugar Producers' Association and the (now) grower-only organisation, the Australian Cane Farmers Association
- Reside in Sarina with Ted
- Enjoy time with my grandchildren
- *How do you like your eggs?*
Eggs Benedict on sour dough toast

Kylie Jackson
Administration and Engagement Officer

- Administration Background with over 20 years' experience
- Former career: Office Manager for seven years for Federal Member of Parliament and Assistant Minister, other roles include Human Resources and Contract Management.
- Reside in Rockhampton
- Married to Lachlan, parents three children, Georgia, Lucy and James.
- *How do you like your eggs?*
Eggs benedict

Resourcing Egg Farmers of Australia



Photo supplied: EFA QLD Director John Coward

Voluntary Board

Egg Farmers of Australia staffing is made up of a voluntary board who give freely of their time to attend meetings, consider board papers and take feedback from state members into the board meetings.

Board Directors and staff receive reimbursement for expenses to attend meetings. This includes, taxis, parking, flights, accommodation and catering. It should be noted that some state organisations have the capacity to provide funding and this reduces the cost to Egg Farmers of Australia.

This year consideration of a small sum for a sitting fee and preparation for board meetings was considered. It was a unanimous decision of the board that Egg Farmers of Australia could not afford to pay Board Directors and that current Directors were comfortable with the current arrangements.

Letters were provided to State Organisations prior to August, requesting advice as to the nominee to the Egg Farmers of Australia Board for their particular state and also an alternate nominee should the nominee be unable to attend a meeting.

The regular format is four face to face meetings a year with teleconference meetings in between.

In 2020, only one face to face meeting was possible due to COVID-19, held in February in Brisbane.

CEO and Administration and Engagement Officer

Staff Performance Reviews were undertaken in February 2020.

Egg Farmers of Australia have engaged a fulltime CEO and from April 2019 – May 2020 a part-time Administration Officer 3 days a week.

Commencing in May 2020, the role was extended to a full-time position to undertake both the Administration Officer tasks and an expanded role in relation to engagement for Egg Farmers of Australia. The position title to reflect this change has become Administration and Engagement Officer.

Staff are based in Rockhampton, Central Queensland and as staff work remotely from home offices, there are no overhead expenses that are claimed. Travel and accommodation are the only expenses that are claimed.

Other than a small amount of media training undertaken through consultants at Emu Park and Brisbane, Queensland, the graphic design of the annual report and audit functions, all work is undertaken in house and not outsourced.



Photo supplied: Karen and Ted in their motorhome



Photo supplied: Kylie in her home office

Media Support

Many of you would not have had the opportunity to meet Christopher Lawson.

Christopher has assisted Egg Farmers of Australia with some media training during the 2020.

The board and staff appreciate Christopher's help and we have learned a great deal in relation to the way we work with media.

Unbeknown to many, Christopher grew up on a sheep property and therefore has an understanding of agriculture. He is a qualified chef and this scotch egg picture is one of his creations.

Thanks for your help this year Christopher, we have enjoyed working with you.

Resourcing Egg Farmers of Australia



Photo supplied: Egg Cookery – Scotch Eggs by Christopher Lawson

IT Support

An IT support consultant is contracted should any IT issues arise in the course of staff undertaking Egg Farmers of Australia work.

Australian Shared Services

Australian Shared Services undertake a range of financial functions such as payroll and reimbursement for agricultural organisations such as Egg Farmers of Australia. Our organisation takes this opportunity to thank the Australian Shared Services team for their support.

Communication with Members and Stakeholders

Egg Farmers of Australia communicate with members via;

1. Egg Farmers of Australia Newsletter – Egg News (Quarterly)
2. Member updates as necessary
3. National Poultry News (Monthly)
4. Contributions to Eggstra – Australian Eggs Publication (Twice Yearly)
5. Zoom meetings twice yearly - This year a new initiative to undertake a zoom meeting with members twice yearly was introduced.
6. Phone calls and correspondence by letter
7. Egg Farmers of Australia Survey and documentation prior to Egg Farmers of Australia Annual General Meeting

Farm visits undertaken following last year's AGM were fairly restricted following the COVID-19 travel bans and notice is made below of those businesses who extended an invitation and I was unable to visit due to time constraints or change in travel.

With thanks – visits to:

1. Glenwarrie Eggs, New South Wales
2. Pure Foods, Tasmania
3. McLean Farms, Queensland

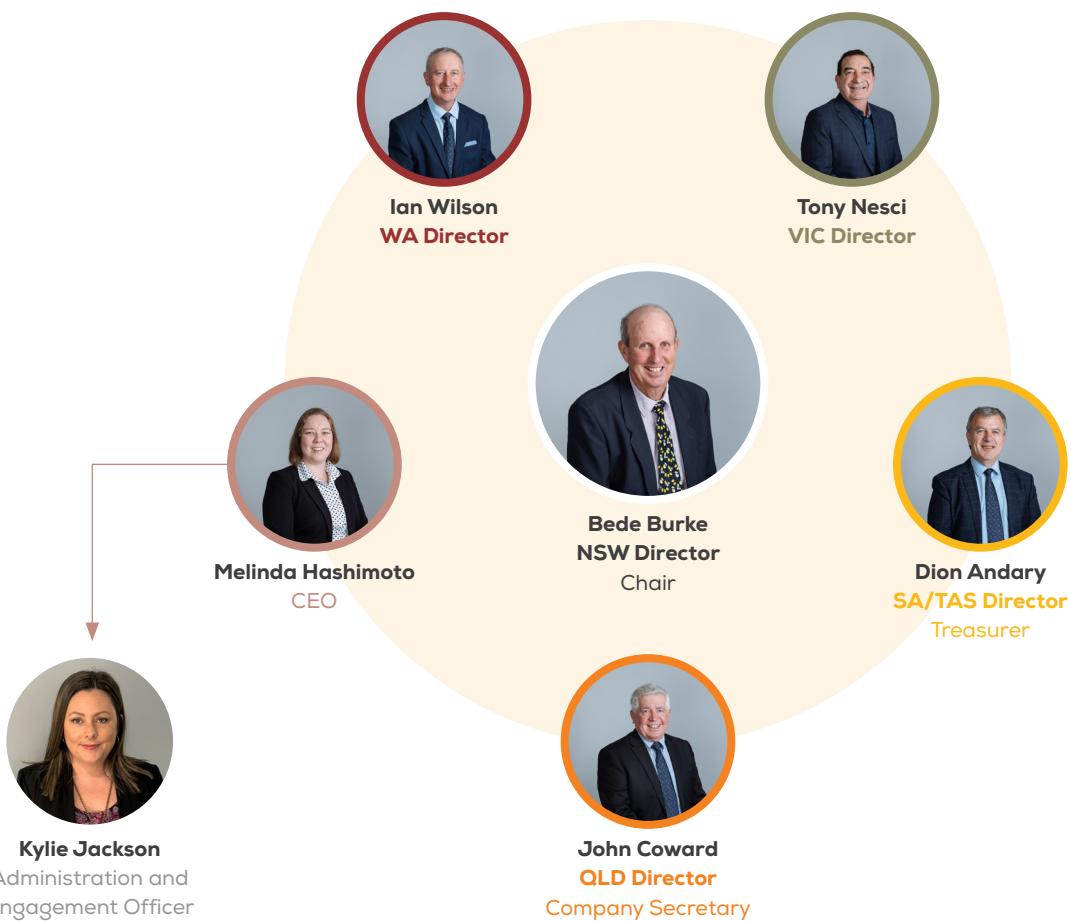
With thanks – Invitations provided by the following businesses that I am yet to visit:

1. Joe Sacca of Forrestdale Eggs;
2. Barry and Margaret Burgess, Margaret River Free Range Eggs and;
3. Tamsyn Murray, Josh's Rainbow Eggs



Photo: CEO Melinda Hashimoto on farm visit

Organisational Chart



Board of Directors and Staff

Board of Directors and Staff Meeting Attendance

Director	2019		2020							2019/2020	
	Nov 12	Dec 16	Jan 14	Feb 10	Mar 10	Apr 21	May 19	Jun 17	Jul 21	Total Eligible	Total Attended
Andary, Dion	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	9
Burke, Bede	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	9
Coward, John	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	9
Nesci, Tony	✗	✗	✓	✓	✓	✓	✓	✓	✓	9	7
Wilson, Ian	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	9
Staff											
Hashimoto, Melinda - CEO	✓	✓	✓	✓	✓	✓	✓	✓	✓	9	9
Farrell, Karen - AO	✓	✓	✓	✓	✓	✓				6	6
Jackson, Kylie - A&EO							✓	✓	✓	3	3

Legend



Note: August to November meetings are not reflected due to Annual Report design deadline.

Board of Directors and Staff

Board of Directors and Staff Skills

Name of Director	Legislation (including Standards & Guidelines)	Biosecurity	Traceability	Industry Issues	Market Issues
Bede Burke	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○
John Coward	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○
Dion Andary	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○
Ian Wilson	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○
Tony Nesci	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○
Melinda Hashimoto	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○
Kylie Jackson	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○	● ● ○ ○ ○

1 being the lowest and 5 the highest

Engagement

Engagement with National and State Organisations including state priorities and Stakeholder organisations

National Organisation – NFF

The board considered membership of National Farmers' Federation. Given the financial outlay of membership a decision was made by the board that Egg Farmers of Australia would not become a member.

State Organisations

This year a decision was made to have regular bi-monthly meetings with state organisations.

Egg Farmers of Australia State Organisation Members are listed below along with attendance by the CEO at State organisation meetings from November 19 – August 2020:



NSW Farmers Egg Committee

- one meeting by zoom and provided a written report to one meeting



Queensland United Egg Producers

- Attended two teleconferences



Commercial Egg Farmers Association South Australia & Tasmania

- Attended two zoom meetings
- A goal for the coming year is to strengthen the network of egg farmers in South Australia and Tasmania.
- Unfortunately, a trip by the Egg Farmers of Australia CEO to Adelaide was cancelled due to COVID-19.



Victorian Farmers Federation Egg Group

- Attended one meeting by zoom



WA – CEPA

- Attended one face to face meeting
- Western Australia's CEPA organisation has a very strong and committed base of members who attend monthly meetings.

Stakeholder Organisations

Members	Government	Industry related Groups	Committees/Other
<ul style="list-style-type: none">Egg FarmersHatcheryNSW FFQUEPVFFCEPACEFASAT	<ul style="list-style-type: none">Federal MinistersNSW State MinistersQLD State MinistersVIC State MinistersSA State MinistersNSW State MinistersTAS State MinistersNT State MinistersACT Ministers	<ul style="list-style-type: none">SupermarketsBanksAnimal Health Australia (AHA)Australian Chicken Meat Federation (ACMF)ACCC	<ul style="list-style-type: none">AIAS (Animal Industries' Antimicrobial Stewardship Research, Development & Extension (AIAS R, D & E) Strategy Steering CommitteeEgg Farmers of Australia has 3 trained Industry Liaison Officers (LLI) for Disease incidences (Melinda Hashimoto, John Coward & Lachlan Ironside)Media outletsManufacturers' using egg product

Relationship with Australian Eggs



Photo source: Australian Eggs

Possibly due to the size of our organisations, few representative organisations and Research and Development Organisations have such a relationship as that of Egg Farmers of Australia and Australian Eggs.



From the inception of Egg Farmers of Australia, Australian Eggs have been extremely supportive. The Research, Development, Marketing and Innovation undertaken by the organisation ensures that Egg Farmers of Australia can make strong arguments when making representation to Government and related stakeholders.

Australian Eggs supports Egg Farmers of Australia through providing non levy funding each year. Egg Farmers of Australia also undertake a contract with Australian Eggs to assist with Animal Health Australia Tasks.

Egg Farmers of Australia were provided the opportunity to provide feedback on the Australian Eggs Strategic Document.

Working with Australian Eggs, a flyer was developed to explain to members, prospective members and stakeholders the role of Egg Farmers of Australia and that of Australian Eggs.

Major Retailers/Manufacturers

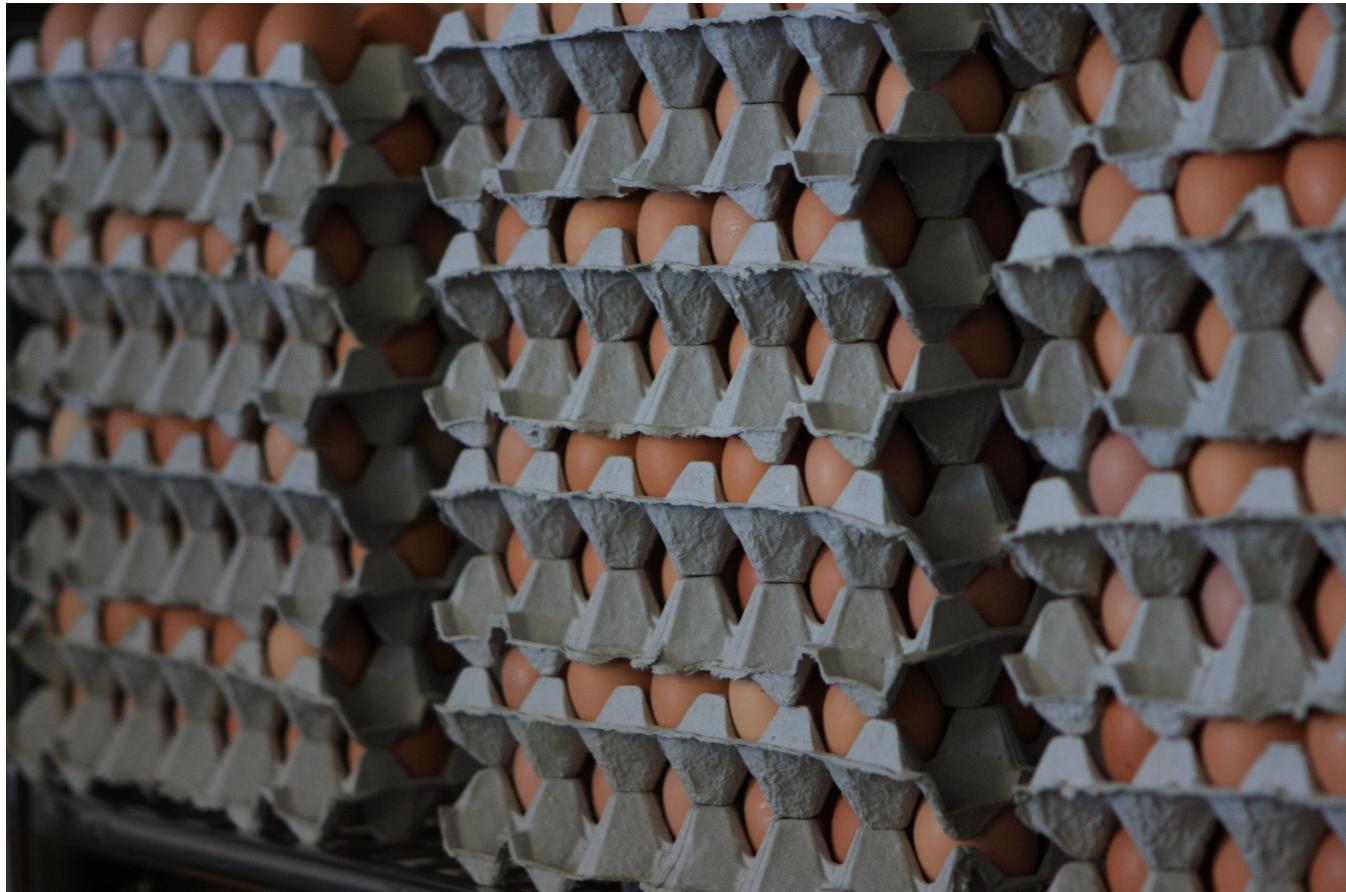


Photo source: Australian Eggs

Egg Farmers of Australia Board committed to representatives of the Egg Farmers of Australia team visiting retailers annually and engaging with retailers through correspondence and call through the year in order for retailers to have a greater understanding of the challenges faced by egg farmers.

Egg Farmers of Australia's aim is to build a strong ongoing and productive relationship with major retailers not just a simplistic relationship.

Engagement

Political

Engagement with MPs

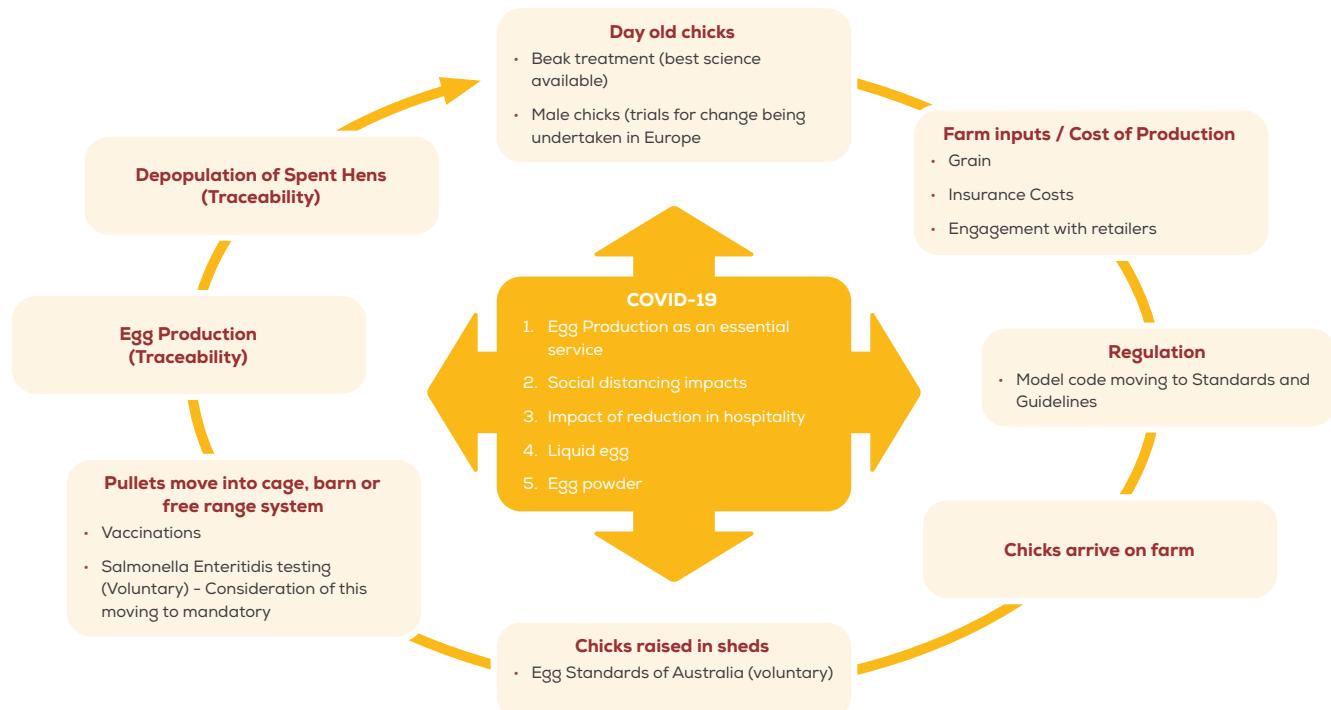
- Meeting with the Federal Minister for Agriculture David Littleproud to provide a hardcopy submission of our Standards and Guidelines submission.
 - A copy of the submission provided to AGSOC.
 - Providing copies of egg consumption and supply graphs and status of the egg industry update to state and federal MPs.
 - Telephone meetings with all Agricultural Advisers in relation to highlight the key points of the Standards and Guidelines submission.
 - Meeting with the Standards and Guidelines Panel
 - Letters to state governments in relation to SE Workshops
 - Letters to state governments pertaining to the biosecurity risk of spent hens
 - Letters to state and federal governments in relation to egg policy issues

Just like the lifecycle of a hen, Egg Farmers of Australia have been working hard to ensure the advancement of our industry.



Photo: Assistant Minister Michelle Landry MP, Federal Agriculture Minister David Littleproud MP, EFA CEO Melinda Hashimoto – hand delivering EFA's Standards & Guidelines submission

Cycle of a hen



Media

In conjunction with Christopher Lawson, the CEO developed a corporate media plan. Discussions were had in relation to the approach of crisis management planning in conjunction with Australian Eggs.

Formal media releases and op-eds have been provided to the media on key issues. Kylie Jackson, Egg Farmers of Australia's Administration and Engagement Officer has assisted in the issuing and co-ordination of media releases and collation of media resources.

Media releases are uploaded on the Egg Farmers of Australia website for public viewing.

Egg-Bulletin and Quarterly Egg News Newsletters have developed to an increased level of information being provided to members. Zoom clips have been added into newsletters and the requirements for clip to be inserted established. Going forward, Christopher Lawson will assist with the collation of newsletters to support Melinda and Kylie given the newsletter does take many hours to compile.

Egg Farmers of Australia's CEO provides an article each month for the National Poultry News and also receives good radio coverage on key issues such as the Australian Animal Welfare Standards and Guidelines.



Photo source: Christopher Lawson with EGG-tomatoes!

Board Review

A board review was undertaken by Associate Professor, Dr Celeste Lawson PhD during February 2020.

A presentation was made at the Face to Face February meeting in 2020 with a report provided to the board for consideration at the April 2020 Zoom meeting.

The Board decided to work towards implementation of a number of the recommendations and that a further more fulsome discussion of the Review would be undertaken following the lifting of the COVID-19 requirements.

The Board hope to have a face to face meeting in 2021 and consider the recommendations and those we will adopt, work toward or be unable to consider at this time.



Photo source: Fremantle Egg Company

Treasurer's Report

- Trading for the 12 months to 30 June 2020 remained consistent with the budgeted forecasts of 2020.
- The organisation remains solvent and retained earnings provide for a strong commencement to the 2021 financial year.
- AEL contributions added to the revenue base however the levy collection was increased through 2020 with the added contribution from new members
- 51 financial members and 2 non-financial members at the end of 2020 FY
- 19 egg operations contributed to the levy income during 2020 FY
- Travel expenses for trading period were affected by Covid-19 restrictions and contributed to travel savings.
- All subsequent board meetings were held via Zoom teleconferencing following Covid-19 travel restrictions.
- Many costs (e.g. Travel etc.) have been retained in the forward estimates in order to maintain a sense of normality to that when society rebounds from the current crisis the possible expenditures will be already budgeted.
- Salaries have now taken up the full-time appointment of the administration officer.



Dion Andary
EFA Director/Treasurer

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED

A.B.N 16 615 149 936

DIRECTOR'S REPORT

The board presents their report on the Company for the year ended 30 June 2020.

BOARD MEMBERS

The names of the board members throughout the year and at the date of this report are:

Mr Nesci, Tony
Mr Coward, John Clive
Mr Burke, Bede Michael
Mr Andary, Dion Somier
Mr Wilson, Ian

MEETINGS OF DIRECTORS

Name	No. eligible to attend	No. attended
B Burke	9	9
J Coward	9	9
D Andary	9	9
I Wilson	9	7
T Nesci	9	9

PRINCIPAL ACTIVITIES

The principal activities of the company during the financial year were to promote the benefits of and improving all egg farming for the benefit of the Australian community. The company also has a role in promoting the good work done by the Australian egg farmers who collectively make up the Australian egg industry.

SIGNIFICANT CHANGES

No significant change in the nature of these activities occurred during the year.

OPERATING RESULT

The Company derived a Profit (Loss) from ordinary activities after income tax for the year amounting to \$26,890. (2019 Profit \$130,668)

Signed in accordance with a resolution of the board members of the Company



Director

Dion Andary

Dated this 20 day of August 2020

Auditor's Report

TINWORTH & Co

CHARTERED ACCOUNTANT and BUSINESS ADVISORS

INDEPENDENT AUDITOR'S REVIEW REPORT TO THE MEMBERS OF THE EGG FARMERS OF AUSTRALIA LIMITED

Report on the Financial Report

We have reviewed the accompanying financial report of Egg Farmers of Australia Limited, which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Corporations Act 2001 and is appropriate to meet the needs of the members. The directors' responsibilities also includes such internal controls as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express a conclusion on the financial report based on our review. We conducted our review in accordance with Auditing Standard on Review Engagements ASRE 2415 Review of Financial Report and Corporations Act 2001: in order to state whether, on the basis of the procedures described, anything has come to our attention that causes us to believe that the financial report does not satisfy the requirements of Corporations Act including:

1. giving true and fair view of the company's financial position as at 30 June 2020 and its performance for the year ended on that date; and
2. complying with the Australian Accounting Standards. ASRE 2415 and the Corporations Act 2001.

ASRE 2415 requires that we comply with the ethical requirements relevant to the review of the financial report.

A review of the financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

Independence

In conducting our review, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of Egg Farmers of Australia Limited, would be in the same terms if given to the directors as at the time of this auditors report.

Conclusion

Based on our review, which is not an audit, nothing has come to our attention that causes us to

Auditor's Report

believe that the financial report of Egg Farmers of Australia Limited does not satisfy the requirements of the ASRE 2415 and the Corporations Act 2001 including:

- (a) giving true and fair view of the company's financial position as at 30 June 2020 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with the Australian Accounting Standards, ASRE 2415 and Corporations Act 2001.



MARK TINWORTH
CHARTERED ACCOUNTANT
North Sydney

20/08/2020

WWW.TINWORTH.COM

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Liability limited by a scheme approved under Professional Standards Legislation

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED

A.B.N 16 615 149 936

STATEMENT BY DIRECTORS OF THE COMPANY

The Directors have determined that the Company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in note 1 to the financial statements.

In the opinion of the Directors of the Company, the financial report, as set out on pages 6 to 11:

1. Presents a true and fair view of the financial position of the Egg Farmers of Australia Limited as at 30 June 2020 and its performance for the period ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the Egg Farmers of Australia Limited will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Director and is signed for and on behalf of the Board by:



Director

Dated this 20 day of August 2020

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED
A.B.N 16 615 149 936

**INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020	2019
		\$	\$
Revenue			
Grant		80,000	335,475
Full Membership		1,696	928
Funds from other sources		312,792	3,372
Total income		<u>394,487</u>	<u>339,775</u>
 Administration Expenses			
Administration expenses		339,537	158,054
Meeting expenses		4,789	4,674
Secretariat expenses		10,000	10,998
Communication expenses		-	6,007
Marketing expenses		13,271	29,374
Total administration expenses		<u>367,597</u>	<u>209,107</u>
 Profit (Loss) from ordinary activities before income tax		26,890	19,674
Income tax benefit (expense)	1	<u>-</u>	<u>-</u>
Profit (Loss) from ordinary activities after income tax		<u>26,890</u>	<u>19,674</u>

The accompanying notes form part of this financial report.

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED
A.B.N 16 615 149 936

**BALANCE SHEET
AS AT 30 JUNE 2020**

	Note	2020	2019
		\$	\$
CURRENT ASSETS			
Cash and cash equivalents	2	281,743	225,337
Prepayments		-	-
TOTAL CURRENT ASSETS		<u>281,743</u>	<u>225,337</u>
NON-CURRENT ASSETS			
Property, plant and equipment	3	-	892
TOTAL NON-CURRENT ASSETS		<u>-</u>	<u>892</u>
TOTAL ASSETS		<u>281,743</u>	<u>226,229</u>
CURRENT LIABILITIES			
Trade & other payables	4	39,352	10,728
TOTAL CURRENT LIABILITIES		<u>39,352</u>	<u>10,728</u>
NET ASSETS		<u>242,391</u>	<u>215,501</u>
MEMBERS' FUNDS			
Retained profits		242,391	215,501
TOTAL MEMBERS' FUNDS		<u>242,391</u>	<u>215,501</u>

The accompanying notes form part of this financial report.

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Auditor's Report

**EGG FARMERS OF AUSTRALIA LIMITED
A.B.N 16 615 149 936**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act SA 1985. The directors have determined that the Company is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act SA 1985 and the following Australian Accounting Standards:

AASB 1031: Materiality

No other applicable Accounting Standards, Australian Accounting Interpretation or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values, or except where specifically stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous year unless otherwise stated, have been adopted in the preparation of this financial report:

Income Tax

Current tax is calculated by reference to the amount of income taxes payable or recoverable in respect of the taxable profit or tax loss for the year. It is calculated using tax rates and tax laws that have been enacted or substantively enacted by reporting date. Adjustments are made for transactions and events occurring within the company that do not give rise to a tax consequence for the company or that have a different tax consequence at the level of the company. Income tax payable is determined under the mutuality principle.

Fixed Assets

Office furniture and equipment are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

Depreciation rates using the reducing balance method are as follows:

Office Furniture and Equipment	13.5% – 40%
--------------------------------	-------------

New Accounting Standards for Application in Future Periods

The AASB has issued a number of new and amended Accounting Standards that have mandatory application dates for future reporting periods, some of which are relevant to the company. The directors of the company has decided not to early adopt any of the new and amended pronouncements. The company's assessment of the new and amended pronouncements that are relevant to the company but applicable in future reporting periods is set out below:

- AASB 1058: Income of *Not-For-Profit Entities* (applicable to annual reporting periods beginning on or after 1 January 2019).

This Standard is applicable to transactions that do not arise from enforceable contracts with customers involving performance obligations. The significant accounting requirements of AASB 1058 are as follows:

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED
A.B.N 16 615 149 936

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

New Accounting Standards for Application in Future Periods (cont'd)

- Income arising from an excess of the initial carrying amount of an asset over the related contributions by owners, increase in liabilities, decreases in assets and revenue should be immediately recognised in profit or loss. For this purpose, the assets, liabilities and revenue are to be measured in accordance with other Standards.
- Liabilities should be recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the entity to acquire or construct a recognisable non-financial asset that is to be controlled by the entity) over any related amounts recognised in accordance with the applicable Standards. The liabilities must be amortised to profit or loss as income when the entity satisfies its obligations under the transfer.

An entity may elect to recognise volunteer services or a class of volunteer services as an accounting policy choice if the fair value of those services can be measured reliably whether or not the services would have been purchased if they had not been donated. Recognised volunteer services should be measured at fair value and any excess over the related amounts (such as contributions by owner or revenue) immediately recognised as income in profit or loss.

The transitional provision of this Standard permit an entity to either: restate the contracts that existed in each prior period presented in accordance with AASB 108 (subject to certain practical expedients); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. For this purpose, a completed contract is a contract or transaction for which the entity has recognised all of the income in accordance with AASB 1004: *Contributions*.

Although the committee members anticipate that the adoption of AASB 1058 may have an impact on the company's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

	2020	2019
	\$	\$
2 CASH & CASH EQUIVALENTS		
Cash at bank	281,743	225,337
Petty cash	-	-
	<u>281,743</u>	<u>225,337</u>
3 PROPERTY, PLANT & EQUIPMENT		
Computer Equipment	4,122	4,122
Less accumulated depreciation	(4,122)	(3,230)
	-	892
Office Equipment	361	361
Less accumulated depreciation	(361)	(361)
	-	-
	<u>892</u>	<u>892</u>

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED
A.B.N 16 615 149 936

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
4 TRADE & OTHER PAYABLES		
Funds-AECL	4,851	4,851
Sundry creditors	32,131	5,877
Membership fee in advance	2,370	-
	<hr/> <u>39,352</u>	<hr/> <u>10,728</u>

5 EVENTS AFTER THE BALANCE SHEET DATE

The Covid 19 pandemic has been significantly affecting the financial environment. There is a possibility that it will significantly affect the operations of the Society, the results of these operations or the state of affairs of the Society in future financial years. It is not possible to quantify the effects of the pandemic on the society's financial affairs as of the date of this report.

Auditor's Report

EGG FARMERS OF AUSTRALIA LIMITED
A.B.N 16 615 149 936

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Members' & customers' receipts		396,857	338,766
Interest received		-	82
Payments to suppliers		(340,451)	(206,919)
Net Cash Generated from Operating Activities		<u>56,406</u>	<u>131,929</u>
CASH FLOWS FROM INVESTING			
Purchase of plant & equipment		-	-
Net Increase (Decrease) in Cash Held		56,406	131,929
Cash at the beginning of the financial year		<u>225,337</u>	<u>93,408</u>
Cash at the end of the financial year	2	<u>281,743</u>	<u>225,337</u>
Reconciliation of profit (loss) from ordinary activities after income tax with net cash flows from operations		26,890	19,674
Net (loss) after income tax		892	-
Depreciation & amortisation		-	(35,992)
Decrease (increase) in other assets		-	-
Decrease (increase) in receivables		2,370	(928)
Increase (decrease) in income in advance		26,254	41,476
Increase (decrease) in payables		-	-
Net cash provided by operating activities		<u>56,406</u>	<u>24,637</u>

The accompanying notes form part of this financial report.

Page 11

Achievements and Outcomes

Egg Farmers of Australia Report Card

Area of Strategic Plan	Task	Actioned
Governance	CEO Development of the Egg Farmers of Australia Strategic Plan 2019 - 2020. A new strategic plan is being developed for 2021 - 2022	✓
Governance	Egg Farmers of Australia Board Review	✓
Governance	Development of Egg Farmers of Australia Media Plan	✓
Governance	Ratification of the Egg Farmers of Australia 2020/2021 Budget	✓
Governance	Undertaking of Staff Performance Reviews and Contract Finalisation	✓
Governance	Timeline of Functions of Egg Farmers of Australia	✓
Governance	Approval of Media Training Support for CEO	✓
Governance	Approval of IT support	✓
Governance	Approval of Shared Services Arrangement	✓
Governance	Development and creation of incumbency/information folder for Egg Farmers of Australia Directors	✓
Governance	Talent Release form process for photos used by Egg Farmers of Australia	✓
Governance	Development of a Confidentiality Agreement for Contractors/Consultants	✓
Engagement	Promotional Material outlining the role of Egg Farmers of Australia, role of Australian Eggs and how the organisations support one another	✓
Engagement	NSW RSPCA – Plan of Engagement with Egg Farmers of Australia	✓
Engagement	Written, Telecommunication, Email communication and survey for members and prospective members	Ongoing
Engagement	Advocacy with Major Retailers	✓
Engagement	Advocacy with Manufacturers using eggs	✓
Engagement/Political	Advocating to all stakeholders in relation to the CSIRO Sustainability Framework	Ongoing
Political	Engage with all levels of Government to progress the Australian Animal Welfare Standards and Guidelines	Ongoing
Political	Submissions and Attendance at Government Hearings	✓
Political	<ul style="list-style-type: none">• Provide support to state organisations in relation to the progression of the issue around traceability• Egg Farmers of Australia provided an example traceability procedure that could be amended for any size egg farmer on the Members only site	✓

Achievements and Outcomes

Egg Farmers of Australia Report Card

Area of Strategic Plan	Task	Actioned
Political	Engagement with State Governments pertaining to improved communication from State Government Agencies with farmers (Actioned through the SE National Plan)	✓
Political	Talking Points on the Members only site	✓
Political	Egg Farmers of Australia to provide input into election policies for State and Federal Elections	Ongoing
Political	Cross Industry Engagement in relation to compensation costs for poultry farmers through EADRA	✓
Political	Cross Industry Engagement to advocate to Government in relation to grain issue for domestic intensive industries	✓
Political	Providing information to the Federal Government pertaining to Bushfires	✓
Political/ Biosecurity	Providing information to the Federal and State Government pertaining to COVID-19	✓
Political/ Biosecurity	Engaging with state organisations in relation to the issue of Salmonella Enteritidis Testing	✓
Political/ Biosecurity	Engagement with State Food Authorities and State Governments in relation to spent hens	✓
Biosecurity	Contract with Australian Eggs to undertaken Biosecurity related work on their behalf with Animal Health Australia	✓
Biosecurity	Undertaking of Salmonella Enteritidis Workshops across states to bring agencies together to discuss SE State Plans	✓

Achievements and Outcomes

Timeline of Egg Farmer of Australia functions

January	<ul style="list-style-type: none">• Board of Directors Liability and insurance finalised• Work Cover Insurance• Egg Farmers of Australia Board Meeting• Board consider – Policy, Media, Membership and Governance sections of the strategic plan for approval• National Poultry News submission
February	<ul style="list-style-type: none">• Egg Farmers of Australia Board Meeting• National Poultry News submission
March	<ul style="list-style-type: none">• Egg Farmers of Australia Board Meeting• National Poultry News submission• Engagement with WA Government following the State Election
April	<ul style="list-style-type: none">• Letters provided to members for patronage• CEO and Administration and Engagement Officer contract review and renewal• Egg Farmers of Australia Board Meeting• National Poultry News submission
May	<ul style="list-style-type: none">• Egg Farmers of Australia Board Meeting• National Poultry News submission
June	<ul style="list-style-type: none">• Consideration of Australian Egg Contract relating to Animal Health Australia (AHA) tasks• Egg Farmers of Australia Board Meeting• National Poultry News submission
July	<ul style="list-style-type: none">• Egg Farmers of Australia Membership & Levies fall due• Letters provided to State Organisations to provide nominee and alternate nominee for the next year.• Egg Farmers of Australia Board Meeting• National Poultry News submission
August	<ul style="list-style-type: none">• Egg Farmers of Australia Board Meeting• Milestone for reporting of AHA tasks to Australian Eggs• National Poultry News submission
September	<ul style="list-style-type: none">• Egg Farmers of Australia Board Meeting• National Poultry News submission
October	<ul style="list-style-type: none">• AGM documentation provided to Egg Farmers of Australia Members by post and email• Egg Farmers of Australia Board Meeting• National Poultry News submission
November	<ul style="list-style-type: none">• Board of Directors and Staff complete Declaration of Interest forms prior to AGM• Egg Farmers of Australia AGM• National Poultry News submission• Milestone for reporting of AHA tasks to Australian Eggs
December	<ul style="list-style-type: none">• Egg Farmers of Australia Board Meeting• National Poultry News submission

Achievements and Outcomes

Egg Farmers of Australia Support for the Regions

- Egg Farmers of Australia is proud to engage the services of Gasoline Media, a regional business based in Ballarat, Victoria.
- Egg Farmers of Australia's staff are based in the regional area of Rockhampton, Queensland.
- Egg Farmers of Australia media support is Lawson and King Communication Consultants based in the regional area of Emu Park.

Egg Farmers of Australia also thanks service providers in the city:

- Egg Farmers of Australia IT specialist, Matt Saunders of Cloud 9 IT in Sydney, New South Wales
- Egg Farmers of Australian Financial Services support, particularly Garry Yung, based in Sydney, New South Wales
- Egg Farmers of Australia engage Auditors, Timworth & Co, Sydney, New South Wales

And finally, Egg Farmers of Australia look forward to and appreciate your attendance at our AGM meeting to be held in Hobart in conjunction with the Australian Eggs Forum in November. See you there!

- Board Directors and Staff, Egg Farmers of Australia



Photo source: Australian Eggs



**Egg Farmers
of Australia**

Egg Farmers of Australia
1364 Ridgelands Road,
Alton Downs QLD 4702

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