



## Emerging Leaders Programme

In February, 18 of our talented colleagues officially began their journey on the Emerging Leaders Programme with Ivy House London.

This fantastic opportunity will empower them to strengthen their leadership skills, broaden their knowledge, and gain invaluable tools to thrive both personally and professionally. It reflects our ongoing commitment to developing our people and investing in the future of Dawn Meats and Dunbia.

The feedback has been overwhelmingly positive, reinforcing the importance of these masterclasses in shaping the leaders of tomorrow. The programme concluded in June at the Butchers Hall in London with participants giving group and individual presentations to senior leaders from across the Group on their key learnings from the programme and future aspirations.



Here's a snapshot of the many activities from across the Group...



- 1** Chris Breen from the West Country accounts team completed the London Marathon raising £1000 for the charity Young Minds Trust.
- 2** Treburley donated beef to Plymouth City College to support their Ten Tors Jubilee Challenge for pupils with additional needs.
- 3** In 2025 Dungannon will be supporting **NI Children's Hospice**, a charity that helps support babies, children and their families through a range of services. Members of their team were welcomed on site to speak about what they do, and where our donations would be going.
- 4** In the early hours of Saturday 10th May, Dawn Grannagh were delighted to support the annual **Darkness into Light** Walk 2025 to help support mental health and prevent suicide.
- 5** A team from Grannagh abseiled 150ft from the roof of Croke Park raising €5183 for **Solas Cancer Support Centre**.
- 6** Dunbia Sawley have donated £760 to the **British Beekeeping Association** raised from honey jar sales from the site bees!
- 7** Volunteers from **Highland Meats** joined the **Ayrshire Rivers Trust** to plant trees along the Mauchline Burn, supported by a £1000 donation.
- 8** Preston donating **Easter hampers** to local charities.
- 9** A team from Carroll's Cross bravely abseiled from the **Smithfield Tower** in Dublin raising €1360 for Ronald McDonald House Charities.





## Management Development Programme

Our Management Development Programme in partnership with University College Dublin continues to deliver an exceptional programme, offering real opportunities for our managers to enhance their skills, knowledge, and confidence.

The February session in Manchester featured fascinating insights into Marketing and Sustainability, with special thanks to Gill Higgins and Michelle White for sharing their expertise.

In March, the session featured remarkable presentations from some of the delegates, offering a glimpse into the diverse backgrounds and expertise of the programme's participants. As an added highlight, attendees were treated to a Wagyu cooking demonstration at the stunning Mount Congreve Gardens – an unforgettable culinary experience in breathtaking surroundings.

### PROFILES



**Name:**  
Cillian Brazil  
**Position:**  
Recruitment Specialist  
**Site:**  
Grannagh

#### What are your responsibilities?

I support the sites across Ireland with their staffing needs. I recruit for all level of positions including General Operatives, Apprentices, Graduates, and Experienced hires.

#### How long have you been with the company?

I started in February 2023 – the last two years flew by!

#### What do you enjoy most about your job?

I enjoy the fast pace of work, the variety of projects that I get involved with and the different people that I get to work with from different backgrounds. I have also been lucky to have the chance to travel to other countries to attend career fairs and promote opportunities within Dawn Meats to international candidates.

#### What skills or qualities do you think are essential for success in your role?

Strong communication skills, attention to detail, and the ability to build relationships. Being adaptable and staying up to date with industry trends also helps me stay ahead in the recruitment field.

#### What inspired you to pursue your current career path?

I have always been passionate about helping people find the right opportunities and seeing them succeed in their careers. Recruitment allows me to make a positive impact on both the company and the candidates.

#### What are your hobbies or interests outside of work?

I like getting out in the outdoors whether that's for a walk or a hike, I regularly go to the gym, and I try to do as much road cycling as possible when the weather allows it!

#### What are your career goals for the next few years?

My career goals for the next few years include taking on more leadership responsibilities. I also aim to develop new strategies to enhance our recruitment processes. I am excited to be part of the Dawn Meats team and look forward to contributing to the company's continued success.

#### How do you see the industry evolving?

I see the recruitment industry evolving with the increasing use of technology and AI. I am excited about the potential for AI and automation to streamline our processes and improve candidate experiences.

#### What advice would you give to someone starting in your field?

My advice to someone starting in recruitment would be to stay curious, build strong relationships, and always be open to learning. It's important to be adaptable and resilient when working in recruitment.

#### Are there any upcoming projects you are looking forward to?

I am looking forward to an upcoming project where we will be implementing a new onboarding module as part of our applicant tracking system – iCIMS. This will help us manage our recruitment processes more efficiently and provide a better experience for both candidates and hiring managers.



# Harper Adams Graduate Development Week

In April, we had the privilege of welcoming our latest cohort of graduates to Harper Adams University in Shropshire for an immersive development week.

Led by Liz Morris FCIPD, BGS, and Martin Anderson, the programme provided invaluable insights, equipping participants with essential industry knowledge and leadership skills.

Throughout the week, graduates engaged in thought-provoking workshops, collaborative discussions, and practical exercises designed to enhance their professional growth. The experience fostered teamwork, confidence, and strategic thinking, setting a strong foundation for their future success in the sector.

With such a dynamic and impactful week behind them, this talented group is now poised to apply their learning and continue making strides in their careers.



## PROFILES



Name:

Mary Hennigan

Position:

Cattle Payments Administration and Community and Charity Champion

Site:

Grannagh

I joined Dawn Meats Grannagh in August 1987, starting my career in the Lairage/Livestock Office as Livestock Administrator keeping the cattle accounts under control, which is still my core responsibility today. I have always and still do enjoy this job, primarily due to the fact that I get to engage with customers/suppliers on a daily basis and have come to know most of these on a personal level over the years, and I am now engaging with the next generation. Having completed the Train the Trainer Course in 2023, I now also train new team members in the cattle payments administration role.

In the early days of working in the Lairage/Livestock Office, I was very

interested to know more about the whole production process as I felt this would help me do my job more efficiently. Therefore, I tended to go on to the kill line to collect the weight sheets which were all uploaded manually at that time. I always asked loads of questions, and this helped me when any issues or problems arose along the way. I got to know all of the employees on the kill line, and we all became like an extended family.

I have volunteered in my local community since I was 12 and have always had an enormous interest in how residents can enhance their community by engaging and giving of their time freely. So, in 2018 when I was asked if I would be

interested in the CSR Champion role for Grannagh, I literally jumped at the opportunity. I enjoy every minute of this job, and I have met so many interesting people in our local community. I was particularly delighted when Junior Achievement Ireland came on board with us in 2018, and we were able to bring this very valuable educational programme to our local primary and post primary schools. I am also particularly proud of our outdoor garden space in Grannagh which was established in 2022. It is wonderful to see the space used by so many employees particularly during the summer months, where employees can gather, have food, enjoy the outdoors and switch off from work for part of their day.

From the start, I expressed that I would like the CSR budget for Grannagh to be spent locally, as I feel it important to give back to the community the business is in whilst also improving the reputation of the business and improving communication with local residents. I am looking forward to taking part

in more Biodiversity projects in 2025, and in helping to increase awareness about our CSR initiatives among all Grannagh team members.

In my spare time, I love going for long walks in the countryside, up the mountains or on the beach. I completely switch off when I am walking, and I love to listen to the birds singing, the cattle mooing, or the waves splashing. I also enjoy pottering around in the garden at home where I am joined by my two faithful companions Red the dog and Ted the cat.





## Master Butchers

Many congratulations to George Clapham, Martin Neely and Rob Powell of Dunbia who have all joined the cream of UK butchers by being awarded Institute of Meat accredited Master Butcher status.

Only the most expert butchers are even considered for the IoM accredited Master Butcher title. To succeed, the applicants have to pass a rigorous, independently moderated four stage assessment process. To date there are still less than one hundred Master Butchers across the nation, and we are proud to now have six Master Butchers at Dunbia, honouring the ethos and tradition of the age-old craft of butchery.

The newly appointed Master Butchers received their award at the annual prizegiving, held at The Butchers Hall, London on 27th February.

## Engineering Apprentice of the Year

Congratulations to Bailey Hesling for being awarded the title of Apprentice of the Year (Engineering) at the TEC Apprenticeship Awards!

Bailey joined the company in 2021 and is now completing a Level 3 Diploma in Advanced Manufacturing and Engineering at our Carnaby site to take him to the next stage of his career. This achievement is a testament to Bailey's commitment and excellence and is truly well deserved.



## PROFILES



Name:  
**Michelle McCarthy**

Position:  
**Group Environmental Manager Ireland**

Site:  
**Grannagh**

### Can you tell us about your current role and responsibilities?

I am responsible for all aspects of multi-site environmental regulatory compliance and maintain and promote a culture of energy, water, waste and carbon management across the Group. I also lead all external and internal reporting requirements including ISO 140001 and ISO 50001, Origin Green, SBTi.

### How long have you been with the company?

2 years

### What do you enjoy most about your job?

No day is the same with this job. One day I'm doing paperwork and the next day I could be designing a new plant or attending a conference on Sustainability.

### How do you stay motivated and productive at work?

I enjoy my job on a daily basis, some days can be tough, but that comes and goes. I have a passion for what I am doing, and I believe that's half the battle. Not everyone can say they have designed a new wastewater treatment plant or knows how to run one, so that keeps me motivated.

### What skills or qualities do you think are essential for success in your role?

Data analysis, critical thinking and decision-making, leadership and management, creative problem solving, attention to detail, adaptability with some resilience, communication and interpersonal skills, hardworking and confident.

### What inspired you to pursue your current career path?

I previously worked in quality and helped in the lab for the environmental side, and I was fascinated with how the treatment plant operated. I started learning about it and ended up being a manager in environmental six months later and I haven't looked back.

### How do you balance your work and personal life?

I do believe my 'me time' is my 'me time'. I have no issues having my work phone on silent at the weekends, unless I know there is a reason I need it on. I value spending time with family and friends and doing activities like basketball, gym or pilates outside of work to switch my mind off.

### Can you share a fun fact about yourself that your colleagues might not know?

I can drive a Claas 880 and 900 and have done so for all the summers since I could drive, or even before that.

### What are you passionate about?

I'm a big animal lover and enjoy farming as we are farmers and agricultural contractors at home, but I also care for mindfulness and meditation and the gym.

### What are your career goals for the next few years?

Showcase the environmental team as a department that doesn't just unblock drains. They do so much more than clean the yard.

### What advice would you give to someone starting in your field?

Get to know and research the EPA. Shadow someone in the team – I have no problem if anyone wants to see or ask me questions, even outside of environmental. Questions – always ask questions in environmental as it is constantly changing.

### Are there any upcoming projects or initiatives you are looking forward to?

There is a number of treatment plants upgrades in the pipeline (no pun intended!) as well as refrigeration upgrades and some new sustainability projects.



## West Devon Employee of the Month

West Devon have introduced an Employee of the Month initiative where an individual is rewarded each month for exceptional performance in areas such as attendance, improvements to food safety and reporting health and safety hazards.

In April, Zac Heard was nominated for Employee of the Month award. Zac has been a vital member of the team in identifying health and safety concerns and ensuring the compliance of PPE across the site. This has made an overall improvement and ensures the site is up to the H&S standards required.

## Graduate Farm Visit

On 29th May, 16 Dawn Meats graduates visited Tipperary Dairy Calf to Beef Demonstration Farm. The farm is a joint initiative between Dawn Meats, Shinagh Estates and Teagasc that was established to demonstrate best practice in breeding, rearing and finishing dairy-beef animals.

The graduates met with members of the management team for breakfast before starting their day and enjoying a talk from Dawn Meats Group Development Manager Paul Nolan. The group were then welcomed with a tour of the farm and a chat through the dairy calf to beef farm system with Farm Manager Jack Spillane, Teagasc Technician Chloe Millar and Dawn Meats Agriculture Manager Matthew Murphy.

For more updates on the demo farm, please follow @dawndemofarms on Instagram, Facebook or X.



### PROFILES



Name:  
**Sam Clayton**

Position:  
**National Account Manager**

Site:  
**Preston**

#### How long have you been at Dunbia?

I have been with Dunbia for 2 years

#### What does your role involve?

My role involves daily communication with buyers, analysing sales data, looking at the latest trends in the market, getting involved with NPD with new

products and briefs whilst working with marketing and analysing gaps and opportunities within my categories, and any other day to day task/admin required from the customers.

#### What did you do before Dunbia?

I was a Personal Trainer and studying Sports Nutrition at university.

#### What's the best thing about working at Dunbia?

The best part about Dunbia is the work ethic and atmosphere of the place, everyone is very driven and dedicated to their roles and everyone chips in to help each other no matter the task.

#### What's your biggest achievement to date?

My biggest achievement to date is getting my promotion and being given the opportunity to progress before the end of my 2 years as a graduate. My second biggest achievement would be the opportunity to improve my presenting skills in front of customers.

#### Where do you see yourself in five years' time?

I see myself being an asset within the commercial team at Dunbia.

#### What's your favourite positive quote or motto?

Everyday is a new day to learn





# Supervisory Management Training



Our Kildare colleagues embarked on a 10-week management development programme delivered on site in association with New Links Training solutions.

The programme is designed to support both personal and professional growth through a combination of in-person workshops exploring management in the agri-food industry. The programme closed out on 10th June with Certificate presentations, and tea and cake with the site Manager Colman Buckley.

## PROFILES



**Name:**  
Justine Fitton  
**Position:**  
Operations Graduate  
**Site:**  
Sawley

### What does your role involve?

As operations graduate, I am beginning to understand all areas of the business. I currently spend time in different departments to help me gain a better understanding of the meat supply chain. The role includes improving production efficiencies, assessing costings of new and current products and understanding carcass breakdown and yields. Since starting with Dunbia, I have worked in the Lairage, Slaughter Hall, Commercial and Boning Hall. I have also had the opportunity to visit various Dunbia sites across the UK which has allowed me to see different

parts of the company, understand challenges and build stronger relationships.

### What did you do before joining Dunbia?

I worked as a butcher for nearly 4 years. I also completed a Masters in Sustainable Food Systems alongside this at the University of Leeds. Prior to that I was working in the housing sector with homeless people within the community. In this role I would assist in finding properties and accommodation, as well as supporting in drug and alcohol services, mental health issues, setting up bank accounts

etc. Before this I completed my undergraduate degree in Politics and Welfare at Salford University.

### What's your biggest achievement to date?

Creating an Instagram page and gaining a good following, with the aim to teach people about good quality meat, how to use every part of the animal and the craft and precision behind butchery.

### Where do you see yourself in five years?

In five years, I'd like to be in a leadership role within operations, either as production manager or continuous improvement lead.

### What is your favourite positive quote or motto?

Everything happens for a reason, whether it's something you're excited about or not, it's all for a purpose in the big picture.

### What advice would you give to colleagues at Dunbia?

Build good relationships, be friendly and respectful. Get to know all your coworkers across each department. Ask lots of questions!