

APRIL ISSUE

THE SCOOP

MOWI®



Keeping the supply chain moving

As this April issue of The Scoop goes to print, Scotland, like many other countries around the world, is in lockdown.

Food has become a top priority as the nation makes provisions to stay at home indefinitely. At Mowi, we are doing everything we can to continue to get fresh, nutritious salmon to supermarkets and ultimately to consumers.

While many of us are able to work from home, some are designated as essential, 'key workers' because they play a crucial part in caring for our animals and securing our food supply.

The Scoop spoke to Joanna Peeling, Head of HR, to find out how Mowi employees have had to quickly adapt to this unprecedented situation.

"The first thing I'd like to say is a massive thank you to everybody at Mowi across all areas of the business. We have all had to make changes and sacrifices in our daily lives and it is a remarkable achievement that we are still getting a steady supply of salmon to retailers. We are supplying more than 500,000 meals a day and every one of our employees is contributing to that."

Jo outlined some of the measures that have been taken: "Both the UK and Scottish governments have reiterated the vital role that food producers play in the wellbeing of the nation; and have said we should, if possible, keep going. Obviously, for staff that can work from home, we have done everything we can to make this transition as seamless as possible, providing new equipment, hardware and software as quickly as we

can source it. The supply chain for technology comes largely from overseas so, for example, new laptops or mobile phones are not easily available at the moment, but it is an ongoing process and we are prioritising according to the business-critical nature of each request. In addition, we are asking managers to be as supportive and flexible as they can in finding ways to allow those with caring responsibilities to carry on working.

"Of course, there are also those who, despite our efforts to reduce activity only to what is essential, simply cannot work from home. Those directly involved in producing feed for our salmon; our farmers who are responsible for the fish in their care; and our processing teams; along with those supporting them with vessels and logistics, meet the government's definition of 'key workers'. Every single one of these individuals contributes every day to the health and wellbeing of the people of Scotland and the UK."

...continued on page 2



Rosyth: clear screens to support safety where a distance of 2 metres is not possible

Environment Secretary, George Eustice, thanks food and drink industry

The efforts and hard work of all those working in the food and drink industry has been publicly acknowledged in an open letter by the Environment Secretary. In the letter, addressed to "those working hard to feed the nation" he wrote:

"In the face of what is perhaps the greatest health challenge this country has faced in our lifetime, I want to pay tribute to all those who are working around the clock to keep the nation fed – in our fields, processing plants, factories, wholesalers, stores and takeaways and all of those moving goods around the country and to our homes."

Read the full letter here <https://www.gov.uk/government/news/letter-from-the-environment-secretary-to-the-food-and-drink-industry>



The crisis period so far has been very fast-moving and government guidance is constantly being updated, but in these key worker areas we are working exceptionally hard on meeting our responsibilities to keep people safe. For example, we are:

- Repeatedly and consistently communicating to all workers through briefings, posters and letters, that they must follow health protection advice on when and for how long they should isolate either themselves or as part of their household. No worker in Mowi should or will be put under pressure to breach that advice.
- Carrying out risk assessments across all areas of the business to identify and set up special health and safety arrangements; and provide appropriate Personal Protective Equipment according to the nature of work being undertaken.
- As well as asking everyone to be responsible in practising self-isolation, maintaining good cough and hand hygiene and social distancing; just a few of the additional health and safety arrangements we've put in place include:
 - Adjustments to shift start and finish times, so that there is a clear break between one group of people leaving and the next arriving
 - Break adjustments to enable social distancing to be practised in communal areas (e.g. kitchens and canteens)

- New additional hand sanitisers installed to enhance existing handwashing facilities
- Stopping all non-essential business travel and all non-essential visits to our sites
- Working to update all our workers regularly with clear and comprehensive information on work-related risks in their area. Regular team briefings are taking place, with update information and health posters on display across all sites.
- Supporting individual working arrangements for keyworkers who have no access to childcare
- Offering support for those who usually 'car share' on their commute.

We know how fortunate we are to work with such committed and dedicated people, and it is at times like this where we need to look out for one another.

Of course, it will be a considerable time yet before things get back to 'normal', but in the meantime we'll continue to take our responsibilities, both as an employer and as a supplier of food, extremely seriously.

Well done team Mowi, we are very proud of you.

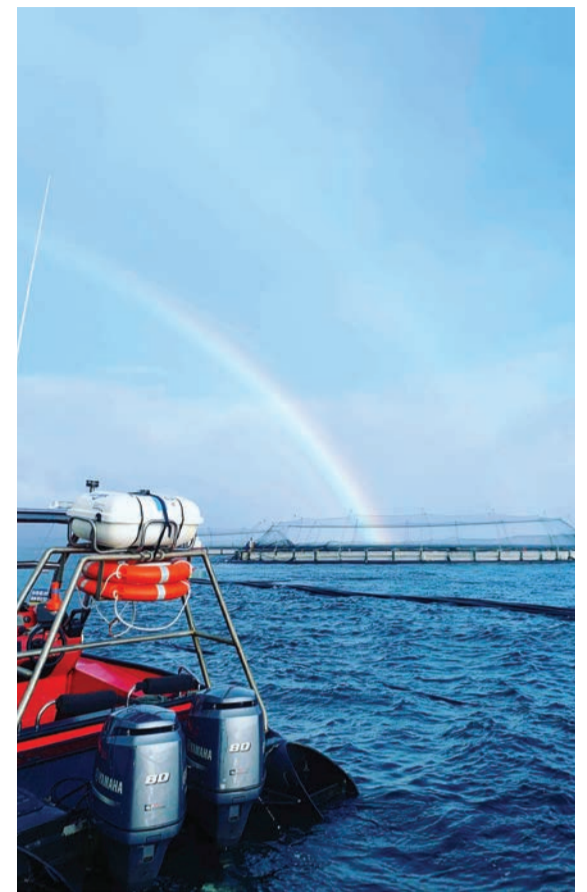


Photo of the month

Carradale by Emily Connelly

3D laser scanning of salmon gets a step closer

Mowi has been involved in a pioneering new project with Xelect, aquaculture specialists and geneticists of farmed fish, shrimp and shellfish breeding programmes.

Our team at Blar Mhor in Fort William assisted senior breed programme manager, José Mota-Velasco, with his tests of a new scanner developed by Xelect.

The scanner used 3D laser imaging technology to analyse 300 whole salmon at our processing plant.

It is hoped that the combination of 3D laser imaging technology and data processing using powerful Artificial Intelligence algorithms will help to predict fillet yield. More accurate information about meat yields could increase sustainability and profitability for aquaculture companies.

Tom Ashton, operations director at Xelect, told The Scoop: "The scanner is just one of a number of R&D projects we're working on to break new ground for the aquaculture industry. We are grateful to Mowi Scotland for helping us with the trial."

3D laser scanner, photo courtesy of Xelect



Prevention and improved biosecurity

These are top of the to do list for our recently appointed head of fish health, Jaime Santana, who spoke to The Scoop for this issue.

Jaime, originally from Chile, is a veterinary surgeon who graduated from the Catholic University in Chile. He also holds an executive diploma in leadership and management from the University of Chile.

Jaime worked for Mowi in Chile from 2004, starting as a student intern in the fish health department, then as a vet before becoming head of fish health. In 2015 he worked as fish health and nutrition director at Salmones Camanchaca for three years. He took the decision to move to Scotland with his wife and two sons 18 months ago and hasn't looked back since. Joining Scotland as head of fish health in the freshwater team initially in December 2018 before being promoted to head of fish health this year.

"I love this job and I love this company!" enthuses Jaime. "Being head of fish health is a really exciting position. I'm working with a skilled team of people and I am privileged to have the chance to lead this team and really make a positive impact on fish health. Of course, this role is challenging but when you see the results of the effort you have put in then it gives you an enormous sense of job satisfaction."

Getting out in the field

Jaime took up his new position in February, having previously been working as head of fish health for freshwater sites. His initial focus is on prevention especially with regard to health issues caused by sea lice and gill disease and Jaime is also looking at increasing vaccination as a preventative measure against pancreas disease. Another goal is to increase biosecurity practices. The secret to all this, he believes, is a greater presence in the field,

spending time with the farm managers and their teams and providing continuous training.

Jaime explains: *"We now have the biggest fish health team in Scotland. There are six fish health managers for seawater (two per region), a freshwater health manager and me leading the team. This structure enables us to be out in the field much more frequently, spend more time to increase accuracy, take more samples and overall increase our surveillance of fish so that we can spot any potential health issues very early. I firmly believe that doing the basics much better will lead to improvements in fish health, both in terms of prevention as well as biosecurity."*

With regard to biosecurity, Jaime believes that we need to have a better understanding of what is currently being done so that we can use that as a baseline upon which to build a plan. The cornerstone of this plan will be training, as Jaime outlines: "Again, it's about getting the basics right. Biosecurity really comes down to connectivity between our sites and suppliers. So, we need to look at what's in place now and work on measures that will make this connectivity more secure.

"Ultimately biosecurity is about risk management. There will always be a degree of risk present in the water at our farms where we operate in a natural environment."

He cites boat traffic as an example. Boats are used to treat fish at many of our farms. It is really important that no pathogens are transferred with the boat when it leaves the farm. Clearly, we already use special equipment to deep clean the

boat before it moves on, but we need to analyse current procedures and identify any areas for improvement.

Industry collaboration

Jaime acknowledges the level of collaboration across the industry and how important this is, especially with regard to sharing knowledge:

"By talking to neighbouring farms, you can very easily identify if there is a fish health issue emerging across a region and then make a plan which involves synchronising treatment. This is extremely important and can lead to early intervention and prevention. I am building up relationships with my counterparts in other companies as I believe that collaboration and knowledge sharing is critical to growing aquaculture sustainably."



Jaime Santana

Gulfood Show

Before the Coronavirus pandemic, our sales team was out in force at the Gulfood Show in Dubai. Georgina Wright, head of sales, told The Scoop:

"It was a great experience attending the Gulfood Show in Dubai as part of the Scottish Development International stand for the second year in a row. It provides the perfect venue to have meetings with our current customers in the Middle East and also presents the opportunity to meet new buyers from across the region. Our whole salmon was on display and also made into some great products for The Scottish Product Showcase event which rounded off a great few days in this growing market."



Meet Darren Pyke

What do you do at Mowi?

I am an operations manager for hydrolicing on the Beinn Nibheis.

What did you do before joining Mowi?

I have certainly had a varied career before this job. I worked as a chef for many years both in the UK and France where I went to take advantage of my passions of skiing and climbing. When I returned to Scotland, I became an ice/rock climbing instructor in Kinlochleven. My last role before this one was as a farm technician in Kingairloch.

What do you like most about your job?

My favourite part of the job is problem solving. I get a lot of satisfaction from working with a new machine and learning how to operate it to best effect.

What do you do in your spare time?

In my spare time I love ski touring, alpinism, climbing, mountain biking and trail running. Whenever I get the opportunity, I like to go up the mountains with my dogs.

What is your favourite film?

I love The Departed.

What is your favourite salmon dish?

Eggs Benedict with smoked salmon.



Beinn Nibheis, photo provided by Dess Aquaculture



A big thank you from the Salmon Wagon

In the January issue we wrote that the Salmon Wagon was taking applications for 2020. A total of 36 applications were received.

Unfortunately, as we go to print, public gatherings of more than two people have been banned and many spring and summer events up and down the country have been cancelled or postponed until further notice. It is unlikely, therefore, that the Salmon Wagon will be able to attend many of the events as planned.

Jayne MacKay, co-ordinator of the Salmon Wagon, spoke to The Scoop: "First of all, I want to say a big thank you on behalf of Mowi to all the organisations and community groups that applied to have the Salmon Wagon at their events. Our plan was to be on the road from May until October. We are in the process of writing to everyone that applied. At the moment, we have to monitor the situation and the government guidelines around public gatherings and see what the end of the year brings. Our intention is to provide future support for those applications that were accepted but have since had to postpone."

Community news

Mowi renews sponsorship deal with Camanachd Association

In March, we confirmed our headline sponsorship of the Camanachd Association, marking 34 years in this long-standing relationship.

The relationship clearly means a lot to the Camanachd Association as expressed by its Chief Executive Officer, Derek Keir: "Over the past five years participation in shinty has increased significantly. The support from Mowi provides vital pathways in participation and in performance for our members across Scotland to compete at a level appropriate to their interests and capability. The opportunity to compete as part of a team, to stay

active and play an active role in your local community are elements of modern society that promote togetherness and community. In the modern era and in rural parts of Scotland this outlet and opportunity to connect and reduce isolation is something we value greatly, and we thank Mowi for their support to allow us to do this with our clubs and members."

Shinty matches are postponed until further notice during the Coronavirus pandemic but we look forward to seeing the players in back in action as soon as it is deemed safe to so.



Lovat Ladies and Scotland Star Laura Gallacher, Millbank Primary Pupil Tobias Keir & Former Scotland Men's Captain and Kinlochshiel player Finlay MacRae



Move it in March!

Those signed up to Move it in March as part of the national campaign, Walk All Over Cancer continued to do so despite various challenges. At the start of the month, we had snow and, at the time of publication, social distancing measures were in place so extra care had to be taken. Well done to all those who have taken part and there is still time to make a donation via the fundraising page which can be accessed here.

Mowi is going head to head with local business Alvance. The company with the highest average total will be crowned the winner and there will also be individual prizes for the highest total step counts. The Scoop will reveal the winners in the next issue.

Focus on the Feed Mill

March saw the Feed Mill at Kyleakin positively featured in Fish Farmer Magazine and the West Highland Free Press.

Both pieces highlighted the local employment that has been created by the Feed Mill on Skye where 70 people now work. Claes Jonermark, operations director for feed, talks passionately about the Feed Mill and the quality of feed produced there. He makes the point that whilst a lapse in healthy eating for humans indulging in the odd bit of junk food might be OK, for salmon the nutritional balance of their diet must be constantly maintained. He is also quick to acknowledge that there have been problems with noise and smell from the plant and that the team has worked hard to have open communication with the local community.

If you haven't had chance to read the articles yet, click here.
https://issuu.com/fishfarmermagazine/docs/ff_mar_2020_web

Well done Claes and the team!

Mowi's annual report is now out and can be accessed here



Claes Jonermark at Kyleakin Feed Mill, photo courtesy of Fish Farmer Magazine