

THE SCOOP

MOWI®



Sam Moffit at Loch Linnhe

Mowi Scotland first to achieve ASC certification for five seawater sites

Our seawater farms at Loch Linnhe, Gorsten, Marulaig Bay and Stulaigh join Loch Leven in achieving Aquaculture Stewardship Council (ASC) certification, bringing our total number of ASC farms to eight when we include our freshwater sites.

This is a significant milestone in our publicly stated objective to achieve 100% ASC certification for all sites around the world.

The ASC standards are a result of the Aquaculture Dialogues, initiated by WWF USA, and founded the development of verifiable environmental and social performance levels that measurably reduce or eliminate the key impacts of salmon farming.

The ASC organisation works with scientists, conservation groups, NGOs, aquaculture producers, seafood processors, retail and foodservice companies and consumers to recognise and reward responsible aquaculture.

Speaking about the ASC certification, Sam Clegg, Certification Manager at Mowi Scotland, said: "I'm incredibly pleased that our hard work throughout 2020 is paying off and we are now able to see the first wave of freshly certified ASC sites in Mowi Scotland. The ASC Salmon and Freshwater Trout standards are widely recognised as the most robust and far-reaching environmental and social standards for global aquaculture."

Mowi Scotland is the only aquaculture company in the UK to achieve this certification.

All audits were conducted remotely because of the coronavirus pandemic. The on-site inspections had to be done via video link which, although challenging, was nevertheless thorough as this process was supported with robust documentation that we supplied.

Sam commented: "We can now push ahead to a productive 2021 and 2022. We hope to increase our total of certified sites to 21 by early 2022."

Over 10% of Mowi Scotland's total production is now from ASC accredited sites and we hope that this will increase to 30% over the next 12 to 18 months.

Mowi Consumer Products UK lands new contract with Sainsbury's

After six months of hard work, creativity, and a lot of tasting in the innovation kitchen at Rosyth, the team has been successful in its tender to supply Sainsbury's with a range of pâtés. The Scoop spoke to Jonathan Jordan, Senior National Account Manager for Sainsbury's at Mowi Consumer Products UK, to find out more.

"This new contract with Sainsbury's is a really important step in the evolution of our site at Rosyth.

"We are best known for our range of smoked salmon products and prepared fillets of salmon but the mixing and blending of pâtés brings a completely new competency to Rosyth. It is great news all round and means we can really continue to innovate, grow and evolve this category. We can't wait to start work with the team at Sainsbury's on this new range," said Jonathan.

The development team at Mowi has created five fish pâtés which will be provided to Sainsbury's under the new contract to sit alongside its range of meat pâtés.

Sold in 100g portions and available from March 2021, consumers will be able to select from two salmon pâtés (one of which will form part of Sainsbury's Taste the Difference range), one tuna pâté, one mackerel pâté and one crab pâté. This project will see further investment at Rosyth

both in equipment and in staff training to create the new range.

Judging by the photos provided by the development chefs, the range of pâtés should prove a real hit.

Well done to the team at Rosyth!



Staying safe in winter

Stephen O'Neill, Head of Health and Safety, shares guidance to help us stay safe this winter.

Dress for the conditions

Warm clothing, layers of clothing, thicker socks, hat and gloves, will keep you warm. Wear sensible footwear, with good grip. Lace up boots can provide additional ankle protection.

Reduce the risk of a fall

Falls on slippery surfaces are one of the most common causes of injuries during the winter months and can result in fractured bones, torn muscles and tendons and dislocation injuries. It is essential that we reduce the chance of these injuries.



Keep on top of your salt and grit supplies and ensure a shovel is available.

Ensure premises' exterior lighting is fully operational. Maintain clear routes and pathways using salt and grit to keep them free from ice. Concentrate efforts on those areas which allow people to move around safely: routes to parking areas, site entrances, steps and ramps, slipways / pontoons, vessel decks and access and egress from workboats.

Stay alert

Look for hazards, concentrate on where to place your feet and reduce your walking speed while on slippery conditions.

Winter driving

Ensure you and your vehicle are ready for winter driving.

- Check tyres (including spare) are within legal limits and are set at the correct pressure.
- Use winter screen wash and check the reservoir is full and washers are working.
- Check brakes, head lights, indicators, fog lights.
- Check your emergency vehicle kit is fully stocked (de-icer, scraper, working torch, high vis vest).
- Consider taking a shovel when it is snowy.
- Secure loose items before travel.
- Inform someone at your destination with your expected arrival time.
- If travelling for long distances or in remote locations, keep warm clothing and fluids in case of emergency.

- Carry a charged mobile phone.
- Wear sunglasses to help with low winter sun and glare on wet roads.
- Clear accumulated snow from the windows and the vehicle prior to travel.
- Drive to the road conditions not the speed limit.

Driving in icy conditions

- Drive carefully when the roads are icy. Breaking distances can be up to ten times greater.
- Vehicle displays with a freeze warning light or temperature gauge may alert you to possible tricky road conditions.
- Listen and feel the response of your vehicle for clues. On ice, tyre noise is reduced. Steering may feel unresponsive when braking, indicating possible ice.
- Avoid sudden change in speed or direction as these could cause loss of control.
- Drive at a slow speed in as high a gear as possible; accelerate and brake very gently.
- Brake progressively on the straight before you reach a bend to provide more control going through the bend, and steer smoothly.

Exceptional product quality meets COVID-19 and Brexit challenges head on

Despite uncertainties and export delays related to Covid-19 and Brexit, top French smokehouses are specifically targeting Mowi Scotland fish because of its exceptional colour and flesh quality.

Mowi Scotland's exceptionally high percentage of superior grade salmon continues into 2021, following a year of consistent, top-quality salmon from our farms here in the Scottish Highlands and Islands.

A "superior" grade of salmon has accounted for more than 96% of the harvest this past month (January 2021), mirroring similar results throughout 2020. Strong growth performance at sea last year has resulted in the average harvest weight now exceeding six kilograms.

The salmon not only looks good, it is good, which can be directly attributed to the Mowi custom diet. Mowi's enriched salmon feed, milled on the Isle of Skye for Sainsbury's and Label Rouge, is providing top results for colour and Omega 3. Colour scores – a sector standard to gauge carotenoid-based pigmentation – consistently rate Mowi's salmon above Roche Score 27, giving it a deeper red colour and an increased level of antioxidants. Added selenium and vitamin D are known to aid in cognitive function and immune system health respectively, and healthy Omega 3 content (DHA/EPA) is 30% above standard salmon.

This is a great example of achieving consistent quality results from feed to fork as Dougie Hunter,

Technical Director, explains: "What we are experiencing at the moment is the result of everyone along the value-chain at Mowi Scotland and we are realising the benefits of being a fully integrated business. From the composition of our feed, to the efforts of all our farm teams to care for our fish, and finally our processing teams to ensure the quality and freshness of our salmon. It is rewarding to see such consistent quality and to receive such positive feedback from our customers."

One happy customer is John Corfield, founder of the Isle of Skye Smokehouse, who has recently started to use Mowi salmon to expand his range and trial cold smoked salmon in addition to his popular hot smoked salmon. John said: "As a small growing artisanal smokehouse business, the quality of the raw ingredient has been one of the key components to creating a multi-award winning product. Mowi's Atlantic salmon has been exceptional, and some fish this past autumn exceeded my high expectations. The salmon quality is consistent from farm to farm, however, I was particularly impressed by the recent harvest from Marulaig Bay. I would describe them as flawless!"

Despite the challenges the industry is currently facing in terms of exporting Scottish salmon due to Brexit, coupled with the fact that the food service industry

remains closed throughout the UK and mainland Europe, customer demand for Scottish salmon and Mowi Scotland quality remains very strong.



John Corfield, Isle of Skye Smokehouse

In the community

Island life

Most of our farms are located in remote, rural areas and it is important that we play an active part in these local communities. The sense of community spirit is particularly strong in our island communities where island life dictates that we all muck in together.

So this month we bring you a glimpse of island life in Rum where over the last month our staff tidied up the house site for new residents arriving, made sure that the doctor got on the island when the ferry wouldn't take him and delivered gas to the school along with various building materials that were required.

This is the reality of island life where the strength of the community lies in sharing our resources and supporting each other.



When the Salmon Wagon hits the road again

Whilst lockdown continues, we don't know when the Salmon Wagon can hit the road again but we know we're raring to go! We would encourage community groups and charities considering plans for outdoor events later this year to keep checking the website at <https://mowisalmonwagon.co.uk/> for when applications open.



Farewell to Linda Glendinning

A fond farewell and best wishes to Linda Glendinning who has retired from Consumer Products UK.

Linda joined us in February 2015 as a general operator when we were only running a small volume of product through the factory.

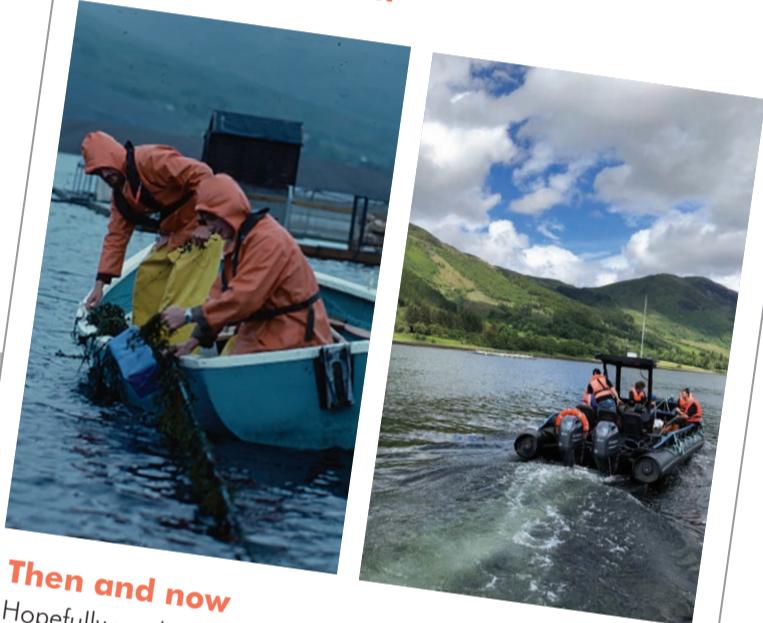
Following hard work and dedication, Linda

was promoted to Team Leader, where she lead our Multivac line for Sainsbury's production.

She will be missed, especially by her dearest friends in the Ready to Cook Department. We wish Linda a very happy retirement and hope she gets to enjoy watching her favourite team, Rangers Football Club with her husband Jimmy.



Photo of the month



Then and now

Hopefully readers will have seen Mowi Scotland's Throwback Thursday feature on our social media channels. The Scoop will feature some of these in our Photo of the month. Here is a flashback to 1978 at Loch Leven.

Mili Copeland

What do you do at Mowi?

I'm a Human Resources Administrator in Mowi CPUK.

What do you like most about your job?

I like being the first point of contact with all employees and building and maintaining strong working relationships with stakeholders across the business. I am in a people-based role and I love the people.

What do you think would surprise people the most about aquaculture?

The attention to detail and focus on producing the best quality 100% of the time. Also working as a team to achieve this regardless of which department you're in.

What advice would you give someone wishing to make a career in aquaculture?

Take the jump and do it as you won't look back. Throughout my time in Mowi I have met some of the most amazing people and have been offered lots of learning and development opportunities. Because the business is so fast paced, it is constantly growing and you are never without something to do. It is very exciting.

Who would be your ideal dinner guest and what salmon dish would you make them?

Ian Brown so we could chat about good music and his appearance in Harry Potter. I would try to whip up some smoked salmon (from the finest kilns) pasta with a big glass of white wine.

