



Arthur Campbell, AKVA group



Photo of the month
Ready for market. Sarah MacDonald,
Groatay Farm, North Uist

New sea lice avoidance systems installed at Port na Cro

Our farm at Port na Cro (Argyll and Bute) is the first farm in Scotland to implement an innovative new system specifically designed to proactively avoid a tiny fish parasite that is found commonly on many marine fish.

Mowi is the first company in Scotland to invest in this new technology – called Tubenet – which is part of a commercial-scale validation project that follows successful trials carried out at Mowi’s research centre in Norway.

The Tubenet, produced by AKVA group, is a lice prevention concept that works by keeping fish well below the traditional sea lice belt that is in the upper water column (top 5-10m). This is achieved by installing a large cylindrical passageway in the centre of a cage, from which tarpaulin hangs and protects our salmon from lice infestations when they swim to the surface to fill their swim-bladders.

Fish feed is delivered by way of subsurface feeding tubes, and cleanerfish welfare is safeguarded by using tailor-made hides specifically for Tubenets. In the case of Port na Cro, the tarpaulin hangs to a 14m depth and the feeders are placed at 13m. The inner pen is 60m in circumference.

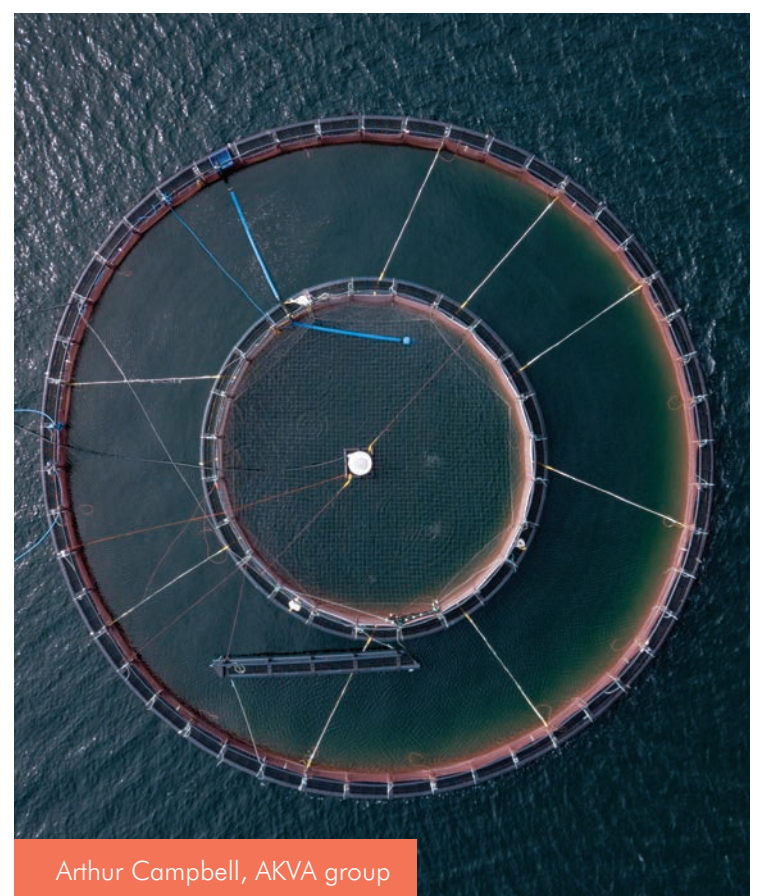
Gareth Siney, farm manager at Port na Cro, spoke to The Scoop about the project: “We are

really excited to be the first farm to try Tubenet.

“At the moment, we use lots of different tools to tackle sea lice such as water pressure and using cleaner fish that naturally pick the sea lice off our salmon. But this technique is the first that is proactive by essentially trying to avoid sea lice being present in the water in the first place. How it works is that the Tubenet provides a barrier at the surface of the water creating a separation between our fish and where sea lice naturally gather.”

The Tubenet was installed at Port na Cro in May and Gareth and his team will provide regular reports and data to the other teams participating in the project in Norway. The project will conclude when the salmon are marketed, but expectations are high given research already conducted by the Norwegian Institute of Marine Research (IMR), which found that the system gave as much as 80% reductions in sea lice infestation over time.

The Scoop will report on the results of the project. In the meantime, click [here](#) to watch a video to see how it all works.



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Homes, sweet homes

We are proud to partner with the Colonsay Community Development Company (CCDC) to help provide homes for waiting families on the Isle of Colonsay.

Our contribution, combined with funding from the Scottish Land Fund and Highlands and Islands Enterprise (HIE), has enabled CCDC to purchase two plots of land.

The long-awaited and much-needed new community-led housing development will provide six homes and three plots for self-builds on one piece of land across 1.73 hectares towards the south of the public road, running between the harbour and the church at Scalasaig. The housing will be affordable to local people and will be made up of four affordable properties to rent, two for low-cost home ownership and three serviced, low-cost plots offering self-build opportunities.

A second piece of land will provide two business unit developments and views are being sought from people on Colonsay regarding their use, e.g. workshops or office space.

There are currently 11 families and individuals waiting for a home of their own, some relying on other people's goodwill and others living in caravans.

The continuing uncertainty as a result of the Coronavirus pandemic means that start dates for construction are still unknown but it is welcome news for those living on the Isle of Colonsay.

Speaking about the community housing project, Ian Roberts, Director of Communications and Business Development at Mowi Scotland, said:

"This is really great news for the people of Colonsay. We know from our experience at Rum, the difference that affordable, quality housing can make to people in rural communities. We are committed to Colonsay and want to see the island community thrive so we were delighted to support this initiative and look forward to seeing local people getting keys to their own homes."



Staff accommodation built on Rum in 2019, with additional plots prepared for local housing developments



Together from a distance, until the whistle blows again

We are delighted to have launched a new social media campaign 'Together from a distance, until the whistle blows again' to show our continued support for shinty – the sport traditionally uniting many communities and individuals in rural Scotland at this time of year.

The campaign highlights the sport's 2000-year history and unique character, and is hoped to unite players, coaches, referees and fans who would otherwise be lining shinty pitches around Scotland now. The footage includes historical competitions from the men's and women's leagues, as well as scenes from Culloden Moor where the new Mowi International kit was unveiled earlier this year.

Mowi's premier sponsorship is now in its fourth decade, representing one of Scotland's longest running sport sponsorships.

Derek Keir, Chief Executive Officer of the Camanachd Association, spoke about the value of continuing to engage throughout these challenging times of Coronavirus lockdown in Scotland:

"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 – even if, for now, we have to connect virtually."

You can view the lead campaign video [here](#).

Mowi Scotland becomes first aquaculture company to achieve ASC certification for freshwater lochs

In January, The Scoop reported on our target to achieve Aquaculture Stewardship Council (ASC) certification at all of our freshwater loch and seawater production sites. Just a few months later, we are delighted to reveal that two freshwater farms, Loch Lochy and Glenfinnan, have become the first farms in the world to achieve ASC certification against the ASC's revised trout standard.

We caught up with Rory Campbell, technical manager, and Samuel Clegg, certification manager, to find out more.

Rory explains: "This is a significant milestone for our business. Loch Lochy and Glenfinnan are both freshwater loch farms that, along with our recirculating aquaculture facilities, provide for a vital part of our salmon's lifecycle before entering the sea. Both sites are the first freshwater farms in the world to be audited against a revised ASC Trout Standard that now recognises the production of salmon smolts in freshwater lochs. By achieving ASC certification at these freshwater loch sites it now allows us to have a pipeline of ASC certified smolts for our seawater sites and enables us now to push on with our plan to achieve ASC certification across our business."

Samuel describes the process: "The audits were carried out in February. Two auditors spent around two days auditing each farm. One auditor was really focused on technical information and the other auditor

looked into personnel issues such as health and safety, HR and payroll. As part of the audit process, many of our farm technicians at site were interviewed along with our vets who care for the fish at these sites. The whole process is in depth for all those involved with the standard, covering a multitude of different technical, social and environmental areas.

"There are hundreds of criteria within the Trout Standard and you have to pass every single one in order to get accreditation. It really does take the whole team to achieve this standard, the auditors look at every aspect of our business including our relationships with stakeholders local to the farms."

Loch Lochy and Glenfinnan will hold this standard for a year when both will need to be audited again as part of the yearly ASC surveillance audit process.

The rest of 2020 will see many more audits by the ASC as Mowi strives to achieve 100% accreditation for all our farms. More freshwater lochs will be audited in August, two seawater sites have been audited this month with another seawater site to be audited in June. A further four seawater sites will be audited before the end of the year.

The full reports on Loch Lochy and Glenfinnan can be viewed here <http://asc.force.com/Certificates/>

Well done, everyone!



Loch Lochy

Meet Cameron Tallach

What do you do at Mowi?

I am a casual farm technician at Loch Ewe.

What did you do before joining Mowi?

I was a sous chef at the Shieldaig Lodge Hotel.

What do you like most about your job?

I enjoy working with my friends and being outdoors. I also like that no two days are the same.

What do you do in your spare time?

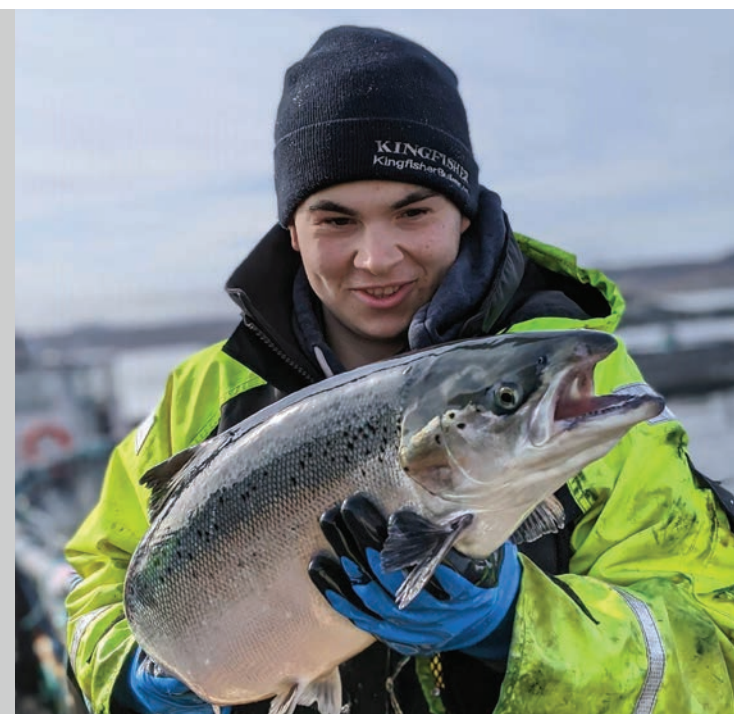
I enjoy working on my car and riding my horse "Constance".

What is your favourite film?

Fast and Furious 6.

What is your favourite salmon dish?

Salmon en croûte.



Driving innovation at Rosyth

This month, *The Scoop* caught up with William Green, Logistics Administration and Equipment Controller, as well as Colin MacDonald, Logistics Manager at Consumer Products UK, to find out about changes they have made to the logistical operation at Rosyth.

Colin explains: "About 18 months ago we started thinking about improvements we could make to our transport logistics here at Rosyth, both in terms of costs but also having greater control over our local distribution. We were convinced that the solution was to invest in our own trucks and trailers. So, after a lot of planning and training and identifying the best partners for us, that's exactly what we did."

Since February, the transport team at Rosyth has been operating two trailers and two trucks. The vehicles are leased from international fleet management company Ryder and are fully Mowi-branded.

Colin described the process of selecting Ryder and the vehicles: "This project was all about having greater control. Before, we were dependent on third parties to move product around our yard and then ultimately to facilities in the central belt. This often meant waiting

for available drivers which was inefficient. In making this transition we now have a bank of four drivers covering from 6am to 9pm seven days a week and every vehicle is fitted with a tracker, installed by The Vehicle Group (TVG), so we know where any of our drivers are at any given time.

"In selecting Ryder, we have an acknowledgment and reliance that our fleet is well maintained and complies with all regulations. The vehicles are fitted with temperature monitors and CCTV so we always have accurate information about the fleet and the product on board. There is also a panic button for the drivers in the event of an incident."

The move has also created four new jobs. Two drivers joined Mowi via the TUPE (Transfer of Undertakings Protection of Employment regulations) process from the contractor previously used by Mowi and two drivers joined from an agency and will soon become permanent members of staff.

William adds: "The drivers all hold a Driver Certificate of Professional Competence (CPC) and I hope to do the necessary training to obtain my CPC Operator's Licence for transport managers once the current

lockdown restrictions are eased. That will mean that both Colin and I hold that qualification alongside the licence we had to obtain from the Traffic Commissioner last year, granting Consumer Products UK approval to operate these vehicles."

The fleet certainly stands out on the road in the central belt of Scotland. The livery illustrates the process of salmon farming showing a salmon leaping out of water on one side and a salmon fillet on the other. This is ideal for raising brand awareness.

The trucks deliver to DFDS Logistics in Larkhall for cold storage, Mesguen in Harthill for onward distribution to mainland Europe of our smoked salmon products, as well as other locations as and when the needs arise.

Colin concludes: "Obviously, 2020 has been a challenging year yet we are still on track to deliver some financial benefit to the business here in Rosyth by bringing the transport inhouse. We are monitoring this every week, but this efficiency has led to us having to lease an additional single fridge trailer to provide us with additional storage solutions at peak periods, also adding to our flexibility."



Community news

During the Coronavirus pandemic, Mowi Consumer Products is continuing to partner with FareShare, the UK's national network of charitable food distributors to ensure that a daily supply of fresh salmon continues to reach those in need.

Packs of various fresh salmon products, including cold smoked, hot smoked and marinated, are picked up daily from Rosyth and distributed by FareShare to drop off points around Fife and surrounding areas.

Rachel Carr, Network Development Manager of FareShare Scotland, said: "More than eight million people across the UK were already struggling to

afford food even before the lockdown measures, and we know many more are now facing financial hardship. That's why, now more than ever, it is vital that we ensure the vulnerable have access to good, nutritious food.

"The fish supplied to FareShare by Mowi is extremely valuable for the charities we supply and the vulnerable people they serve – not least because of their high nutritional value, but also the costs saved by charities by not having to buy in-store.

"With demand for our service rising, we are proud to work with Mowi to get food onto the plates of those who need it most."

Mowi has also donated money to Skye Community Response Bikes. This is a group of trained riders who volunteer to assist the Isle of Skye local NHS and community as a whole during this pandemic. Anyone wishing to make a donation can do so here <https://www.justgiving.com/fundraising/scr-bikes>



We were delighted to support Bright Tweed Textiles in its quest to make scrubs for key workers. So far staff at care homes in South Uist have received brand new scrubs and masks with more on the way to other island communities. Shout out to Joan MacLeod for organising.



SKYE COMMUNITY RESPONSE