

MARCH ISSUE

THE SCOOP

MOWI®



Above: WiSA and the First Minister. Right: Charlotte Maddocks

Getting WiSA about women in aquaculture

This month marks International Women's Day, which in 2020 has the campaign theme Each for Equal. The movement is calling on everybody to help create an equal world.

The Scoop caught up with Charlotte Maddocks, Mowi fish vet and health manager, to find out more about Women in Scottish Aquaculture (WiSA), where she is currently co-chair and where progress is being made to support and recruit women in the industry.

Charlotte explains: "WiSA is a network for everyone in the Scottish aquaculture industry that promotes the diverse and rewarding careers that are available in aquaculture. It supports the progression, opportunities and development of women working in aquaculture and encourages more women to enter the sector. One of the key focus areas for WiSA in 2020 is mentoring.

"In January we launched a Scottish Government-supported mentoring programme to match influential female and male leaders in aquaculture with aspiring women in the industry looking to develop their careers and skills. Such was the popularity of the programme with applications from mentees that we had to put out a subsequent call for more mentors, and we hope to run a second cohort through the programme later this year. This was a fantastic response from mentees and I encourage Mowi mentors to step forward and take part, as I have, in this very rewarding experience."

Charlotte can relate to women just embarking on a career in aquaculture and recognises that, despite great enthusiasm, at times it can be challenging. Having worked in the industry since 2012, following her master's degree from the University of Stirling, Charlotte began her aquaculture career at Tesco head office working as the aquaculture manager. There she advised the retailer on the ethical buying of farmed fish. Moving to Mowi in 2017, Charlotte joined the fish health team, working with Meritxell Diez-Padrisa, who has recently been promoted to production director at Mowi.

Charlotte adds: "When I first started in aquaculture, I found it hard to have the confidence to speak up and be heard until I sought the help of a mentor. Women may still experience this today; not being heard, especially in their first job. We know that a lot of women find it hard to negotiate or manage upwards, and they struggle to find the opportunities to shadow colleagues in different parts of the industry.

"Although progress has been made, there is still work to do across the industry to develop HR policies that really lay out a career path for women that reflect

reality. For example, there is opportunity to narrow the gender pay gap and achieve parity for all."

Charlotte is optimistic about the future: "There are women within Mowi in all divisions who are trailblazers and will hopefully inspire the next generation of women in aquaculture. Meritxell is a great role model in her position as production director. This, coupled with the appointments of female farm managers such as Kendal Hunter, will go a long way towards expanding perceptions that women can not only be brilliant at 'carer' or 'cleaner' roles, but other roles such as senior leadership, production and engineering."

Upcoming WiSA events include:

- Women in the fishing industry seminar, Scottish Fisheries Museum, Anstruther, 8th March
- Confidence building & influencing workshop, Glasgow, 18th March

For more information on WiSA and to register for these events, visit wisa.scottishaquaculture.com or join the WiSA Facebook page

Another milestone reached with cleanerfish production

Having a guaranteed supply of cleanerfish is essential to our strategy to control sea lice. February saw another significant milestone when the very first batch of wrasse eggs was introduced to our wrasse recirculation unit in Anglesey.



Management team Sebastian, Dan and Charlie

The Scoop spoke to Dougie Hunter, Technical Director, to find out more: "After many years of research and small production batches, we have now reached the point where we are stocking our new dedicated Recirculation hatchery in Anglesey, North Wales. This is important, not only for a guaranteed supply here in Scotland but also to eventually supply other Mowi sites and external customers. This is very much the start of the journey and the challenge now is to take everything we have learned over the last ten years and apply it to large scale wrasse production.

"This was a really great team effort involving staff from Machrihanish, Anglesey and Norway with support from Stephen McCaig, our construction manager on the build itself. Special thanks must also go to Stirling University who helped keep the initial R&D project on track!"



Meet Tracy Purves

We could not let a milestone 35-year work anniversary pass without featuring Tracy Purves in our Meet the team feature.

As we mark International Women's Day this month, we also celebrate the achievement of our longest serving female employee in Scotland.

What do you do at Mowi?

I work in the finance department for Mowi Scotland as the Shared Services Manager. Within finance we run the Shared Services function for Mowi Scotland, Mowi CP UK and Feed Scotland for all transactional duties, accounts payable, accounts receivable and manage all payments in and out of the three companies. This keeps me busy!

What did you do before joining Mowi?

I was fresh out of school, just turning 16. I remember when I told my parents I wanted to leave school they were disappointed, very unhappy and gave me an ultimatum that if I was leaving school then I had to have a job. So, I arrived home the next day with an interview with Marine Harvest. Back then Marine Harvest advertised at local High Schools for office juniors so I applied, came for the interview and here I am 35 years later!

What do you like most about your job?

Working with a great group of people, past and present, always makes you look forward to coming to work.

What do you do in your spare time?

Not too much where possible! Nice social afternoons if I can and dining out is always fun. To the gym and getting out walking/hiking.



Graduation time

This month we have a double celebration of graduations at Mowi.

First of all, well done to our first cohort of graduates from Consumer Products UK at Rosyth who have successfully passed their level 2 modern apprenticeship in Food Manufacturing Excellence at SCQF Level 5.

Donald Waring, learning and development manager, is very proud of the team: "We introduced this initiative about eight months ago. So far, seven staff from Rosyth have passed the SCQF Level 5 and we have a further five completing the modules at the moment. I am really pleased by the

dedication and commitment shown by everybody following the SVQ. They have really put the time in, not only at Rosyth but also out of hours as well and their hard work has paid off."

Congratulations to John Mustard, Roza Ratajczak, Rasa Mazonaite, Martyna Limanowka, Gregor Downie, Karolina Miloch and Sandis Mezraups!

Secondly, the Mowi Managers Programme, featured in The Scoop back in May 2019, has now been extended to assistant farm managers. Donald

explains: "The rationale behind this is to ensure that as the business grows, we already have a pool of talent to draw on for farm manager positions that become available in the future."

A further 42 people will be completing the Mowi Managers Programme over the course of this year. Well done to Julian MacAskie, Owen Davies, Tomasz Sobiecki, Alexander MacKay, Krys Gierszon, Liam Ryan, Lewis Gibson, Luke Smith, Charlie Cross, Angus Stewart and Angus Campbell!



Move it in March!

As part of the national campaign, 'Walk All Over Cancer', organised by Cancer Research UK, Jayne MacKay and Shelley MacGillivray have 55 Mowi team members signed up to Move it in March!

Cancer Research UK is calling on people to walk 10,000 steps a day. Not only will you get fit and feel amazing, you will also step up to raise money for life-saving cancer research.

Always up for some healthy competition, Mowi is going head to head with local business Alvanca. 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.

Money will be raised for Cancer Research UK via individual donations and at the end of the challenge, Mowi will make a corporate donation. A fundraising page has been set up <https://fundraise.cancerresearchuk.org/page/jaynes-walk-all-over-cancer-fundraising-page-20>.

Anybody can make a donation whether participating in the challenge or not.



Mowi features on BBC's flagship food programme

As part of our continued efforts to balance the media narrative around salmon farming, we were pleased to contribute to The Food Programme on BBC Radio 4. The 30 minute feature was broadcast February 23rd and can be listened to here <https://www.bbc.co.uk/programmes/m000fnkv>

Entitled *A Tale of Two Fish: Salmon, the wild and farmed*, the programme explores the possible extinction of wild Atlantic salmon within 20 years.

Mark Kurlansky, author of *Salmon: A Fish, the Earth, and the History of Their Common Fate*, explains that the decline of wild salmon across Scotland can be traced back to the industrial revolution. As cities were built, rivers were polluted and the natural habitat along the riverbanks destroyed and with wild salmon neglected, they struggled to survive.

BBC journalist, Dan Saladino, travels from the River Spey on Scotland's east coast to Mowi's sites on the west coast to learn more about the salmon's history and future.

The programme features a very powerful interview with Audun Lem from the United Nations Food and Agriculture Organization. He makes a very clear case for aquaculture saying that: "Aquaculture is not only set to stay, it is the future. The growth in consumer demand for fish across the world can only be met through increased production in aquaculture." He is also quick to point out that already 50% of the fish we consume originates from aquaculture.

You will recognise some Mowi voices explaining how we are gearing up to meet that global challenge.

Ian Roberts describes the process of our smolts leaving the hatchery at Lochailort for seawater sites and explains how this mimics what wild salmon would do at this stage in their lifecycle, moving from the river to the ocean.

Paul Fletcher then explains what happens at the hatchery, including the use of recirculation units.



Dan Saladino and Rory Campbell

He also speaks about the sophisticated use of technology in aquaculture now which allows us to screen genes and ultimately breed stronger, more resilient fish.

Andy Martin from Loch Leven gives the journalist an insight into farming and the 16 pens for which he is responsible.

Rory Campbell talks through our global drive to have more farms accredited to the Aquaculture Stewardship Council (ASC). He explains how the ASC regulations

drive us to be better farmers and how they are more robust than the regulations in many countries in which we operate.

The piece concludes by highlighting the responsibility of the consumer. The journalist emphasises that what we decide to buy and which certification programmes we choose to support might not only send a message about food being more sustainable but might also make some difference to the future of the wild species.

Remembering Clive Hendry

All of us, and especially his closest colleagues at Mowi Scotland, are devastated by the loss of Clive Hendry who died as a result of an accident at his workplace last month.

Clive had been our colleague for 12 years and was a truly valued member of the team, and friend.

We continue to assist all relevant authorities, including police, the Health & Safety Executive and the Maritime and Coastguard Agency, that are investigating the incident.

Our thoughts and sincere condolences are with Clive's family and friends



Photo of the month

Photo of Cheesebay by Rhys MacLeod