

OCTOBER ISSUE

THE SCOOP

MOWI®



Mowi ranked the most sustainable protein producer in the world

Mowi Scotland was highlighted in a report published in September which found that Mowi was the most sustainable protein producer in the world.

The 2019 Collier FAIRR Protein Producer Index analyses the 60 largest listed producers of animal proteins (meat, dairy and aquaculture) for human consumption globally by combining nine environmental, social and governance (ESG) risk factors with the United Nations' Sustainable Development Goals (SDGs).

The Index is the world's only benchmark dedicated to profiling animal protein producers and showcasing critical gaps and areas of best practice in the sector. The nine risk and opportunity factors assessed by the Index include:

- Food safety (food safety systems, recalls and bans)
- Waste and pollution (wastewater discharge, nutrient management, manure management)
- Working conditions (human rights, injury and fatality data, fair working conditions, freedom of association, safe working conditions)
- Water scarcity (scarcity in facilities, scarcity in animal farming, scarcity in feed farming)

- Antibiotics (antibiotics policy, data on usage)
- Greenhouse gas emissions (scope 1, 2 and 3 targets, quality of GHG inventory, emissions performance)
- Sustainable proteins (diversification to alternatives)
- Animal welfare (welfare policy, auditing and assurance, confinement, aquatic animal welfare)
- Deforestation and biodiversity loss (deforestation conversion, supplier engagement, aquatic certification, feed and conversion ratios, disease outbreaks, ecosystem impacts)

New to the Index for this year was the addition of a dedicated indicator on aquatic animal welfare. Here, Mowi was recognised for being the only producer to have its operations in Scotland certified by the RSPCA Assured scheme.

Ben Hadfield, managing director Mowi Scotland, said: "It is great to see Scotland called out in this global report. The RSPCA Assured scheme is recognised throughout the world as a robust standard for animal welfare and we are proud of our long-standing relationship with the RSPCA and to be leading the way in the industry."

You can read more about the report here <https://www.fairr.org/index/>

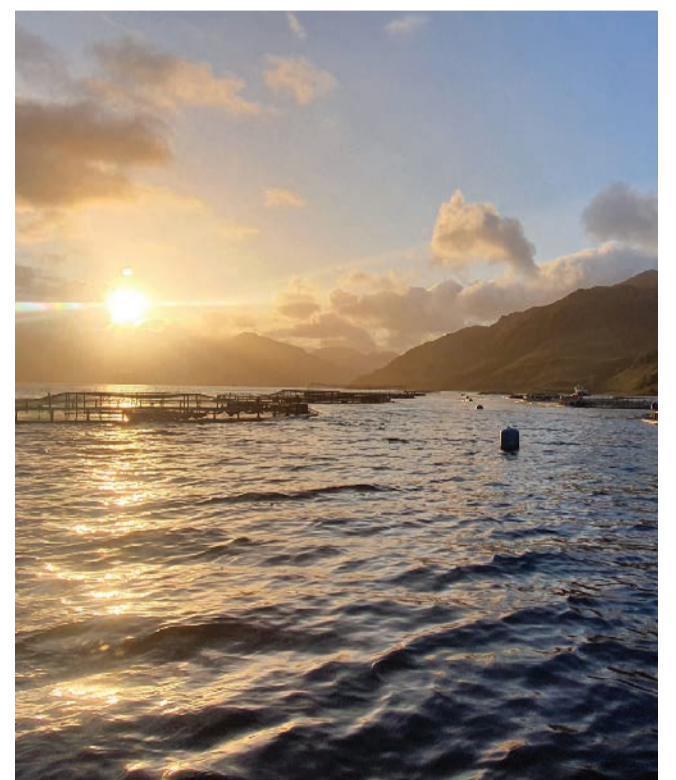


Photo of the month

Photo: Loch Hourn

Taken by: Josh Hewitson



Pier at Kyleakin Feed Mill

Major incident training day at Kyleakin

In September, we ran a second multi-agency emergency exercise at Kyleakin Feed Mill. The team from Kyleakin was joined by representatives from Fire Scotland, the Marine Coastguard Agency and Police Scotland to participate in a planned crisis simulation.

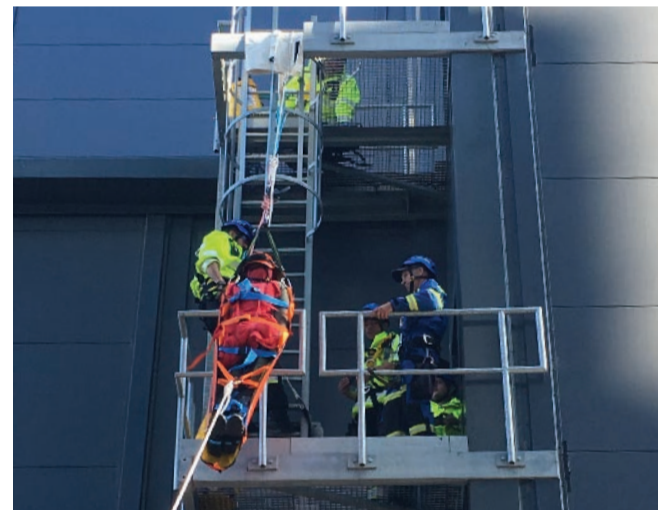


Building on the first drill in January, where the team tested our procedures for somebody falling into the sea from the pier at Kyleakin and the plan for treating a serious head injury, this time the focus was on LNG (liquid natural gas) and a medical emergency.

The team worked through two scenarios. The first scenario was designed to test the procedures in place for loss of containment of LNG and personal injury arising from that. The second scenario was

focused on dealing with a medical emergency where a member of staff required evacuation from an area of the Feed Mill that is extremely difficult to reach.

Commenting on the exercise, Craig Forrester, health, safety and environmental compliance manager, said: "With the Fire Brigade, we tested response actions and awareness of LNG specific risks. For the Coastguard, it was a chance to put their skills and knowledge to work in unfamiliar surroundings. There were good learnings for all concerned and we continue to build our collective knowledge and skills to ensure the readiness of both Mowi staff and the emergency services should we ever be faced with a real incident."



Salmon and bacon burger

This month, The Scoop is delighted to share a recipe for a homemade salmon and bacon burger from our friends at Skye Strength and Movement.

Take some Mowi salmon and create a burger by using egg and panko breadcrumbs to bind it.

Lightly toast a brioche bun to act as a buffer for the sauce and ensure the bun does not absorb too much liquid.

Pan fry the salmon and the bacon. Prepare your garnish of sliced avocado, red onions and peppers. Add the salmon burger, bacon and garnish to the brioche bun and season with chilli mayonnaise for that extra kick.

Successful delivery of lumpfish to Faroes



Following the purchase of Ocean Matters earlier this year (as reported in May issue of The Scoop) the company has made its first successful delivery of lumpfish from the United Kingdom to Mowi farms in the Faroe Islands.



After a long five-day journey which involved several ferry trips, the fish were offloaded to the Oyndarfjordur site. Lumpfish will serve as cleanerfish to help manage sea lice levels on salmon to low levels.

"This was the first 'proof of concept' delivery so it's great to know that we can successfully deliver these fish from our Anglesey hatchery in Wales," said Dan Phillips, cleanerfish production manager.

There has been a lot of pre-delivery planning involving Mowi staff from both business units as well as from the respective health authorities from both countries. Gudny Vang, quality manager Mowi Faroes, commented: "It is not currently permitted to import fish directly to the Faroes using well boats so the only other option was to use the ferry links and the standard transport lorries which supply the Mowi Scotland sites. We were obviously concerned about the water quality and fish welfare on such a long journey, but our local vets checked the fish on arrival and were very happy with the health condition and quality of the lumpfish."

Plans for future deliveries are already underway including investigation of faster and more efficient delivery options.

"Supplying to the Faroe Islands during the summer months is a logical part of our strategy," added Dougie Hunter, head of cleanerfish and technical at Mowi Scotland. "This is typically when we see fewer deployments in Scotland and Ireland due to higher water temperature at the sea sites whereas in the Faroes, this is not such an issue for our farms there. Having year-round deliveries will make our lumpfish production much more efficient and make more fish available to our internal and external customers. It's still early days but there are obvious opportunities to supply other salmon farmers in the Faroe Islands as well."

Rosyth is on a mission to become a paperless processing plant



Environmental benefits, a sea of paperwork, rising storage costs and sluggish document retrieval compelled David Bett, quality manager at Rosyth, to launch a three-pronged digital attack in the quest to become a paperless processing plant.

Three specific areas of the business were targeted initially: processing documentation, digital photo standards and product specifications.

Processing documentation

Tablets have been issued to departments, which are loaded with specifically designed templates, to replace the previous paper version. In addition to removing paper, the tablets provide further improvements including consistency of information and format, photographic evidence of compliance and the ability to report issues live to a nominated member of staff. The result is a professional report that is stored electronically and can be instantly retrieved.

Digital photo standards

55" TV screens have been installed above packing lines at the factory. These give staff all the information they need about each individual product. The tablets are used to switch the displays to a different product. Recent visits from auditors have attracted high praise about this new feature.

Specification hub

Rosyth now has touchscreen technology in the final packing area providing staff with instant and accurate product specifications. The system is well structured with products organised by category and shown pictorially. Although still under trial and development, the touchscreen is proving to be a huge success with the team.

David told The Scoop: "This project has been very exciting and really brings the factory documentation systems into the 21st century. It's been great to work along with my colleagues in quality, IT and production and see the end result."



Community news

Shinty season

We were delighted to be part of the end of season matches in September. First up was the Mowi Valerie Fraser Camanachd Cup which saw holders Badenoch face Skye. Widely reported as one of the best games women's shinty has encountered, Skye was ultimately crowned Mowi Valerie Fraser Camanachd Cup champions.

Next up was the Camanachd Cup Final. After rain stopped play at Fort William 14th September, the match was replayed the following week. The final saw Newtonmore extend their record tally of Camanachd Cup wins to 34 with a 5-1 victory over Oban.

Well done to all the teams and a massive thank you to the Camanachd Association for popping into our office to let us pose with the Camanachd Cup!



Fundraising fortnight

The Lochalsh Leisure Centre smashed its target during Fundraising Fortnight, featured in the last issue of The Scoop.

Over £12,000 was raised after Herculean efforts during the fortnight. Over £7,000 was raised by customers and the local community and Ferguson Transport & Shipping agreed to match every donation to a total of £5,000!

This is a fantastic result and thank you to our readers who helped spread the word.

Mowi in the news



Mick Watts and Ian Blackford MP

Pier at Kyleakin

The opening of the pier at Kyleakin Feed Mill, as reported in The Scoop last month, was extensively covered by the Highlands and Islands media.

Salmon farmers help in sea rescues

Our team at Rum was featured in Fish Farmer Magazine after rescuing a yachtsman and his family during a trip from Canna to Rum. Rough seas and near gale force winds caused lobster pot buoys to wrap around the rudder, effectively disabling the boat.

After seeing the Mowi boat in the distance, yachtsman Andrew Bird called for assistance and his vessel was helped on to a mooring in Loch Scresort.

Meet Ben Seaman

What do you do at Mowi?

I am an assistant manager of Inchmore Hatchery.

What did you do before joining Mowi?

I was studying an Erasmus mundus masters in aquaculture, environment and society in Crete. Before that I worked for a start-up company researching seaweed cultivation.

What do you like most about your job?

The diversity within the role and the opportunity to help problem solve and intercept potential issues.

What do you do in your spare time?

I volunteer as a retained firefighter for my local fire station. I also enjoy hiking, foraging and kayaking with my cocker spaniel.

What is your favourite film?

Lord of the Rings.

What is your favourite salmon dish?

Hot smoked salmon



Dave McEwan to leave after 42 years

Following a successful career with Mowi Scotland Ltd, Dave McEwan, purchasing manager, has expressed a desire to leave the company after 42 years' service on the 31st March 2020.

Having dedicated such a large proportion of his life to Mowi he feels the time is right to spend more time on family, health and travel.

Dave has contributed to a changing business by undertaking roles in freshwater management, seawater management, operational management, estates management, fish transport logistics and purchasing. He has created savings along the way by negotiating purchases and generated income from asset sales and grant applications.

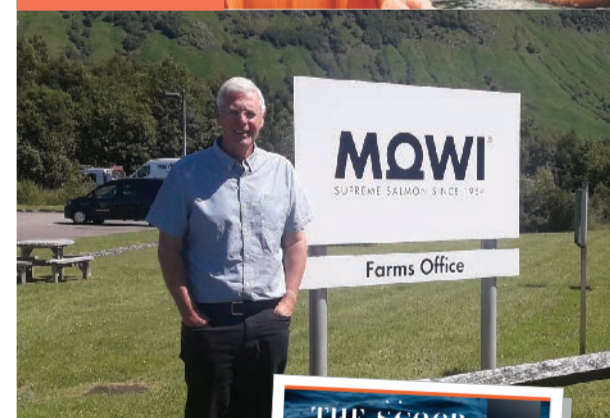
From small beginnings the company has grown into a major and profitable business. Dave is a Fort William lad born and bred and has appreciated the opportunities given to him by being part of Mowi. He has enjoyed a good life as a result of working for a recognised global company. He has been lucky enough during his career to travel to many different

countries Chile, China, Estonia, Denmark, Ireland and Norway to name a few. These opportunities may not have been possible without Mowi.

Commenting on his next chapter, Dave told The Scoop: "Having spent so many years with Mowi things will certainly be different going forward. No definite plans yet but that will come over the next few months and after a bucket list holiday probably to Machu Pichu in Peru."

Dave will continue in his current role whilst assisting in the process of advertising, interviewing and selecting a suitable replacement. Following the appointment of his successor, he will be involved in a professional handover period before completing a process of asset management which will involve visiting all farming sites over several months.

We wish Dave a long and prosperous future and thank him for his service to the company. His colleagues will be planning an event to celebrate Dave and his achievement of becoming Mowi's longest serving employee globally.



And finally...

We could not sign off this October issue without acknowledging that this is the first birthday issue of The Scoop! Thanks to all our readers and contributors and remember to email the team if you have a story. Here's a throwback to our inaugural issue – October 2018.

