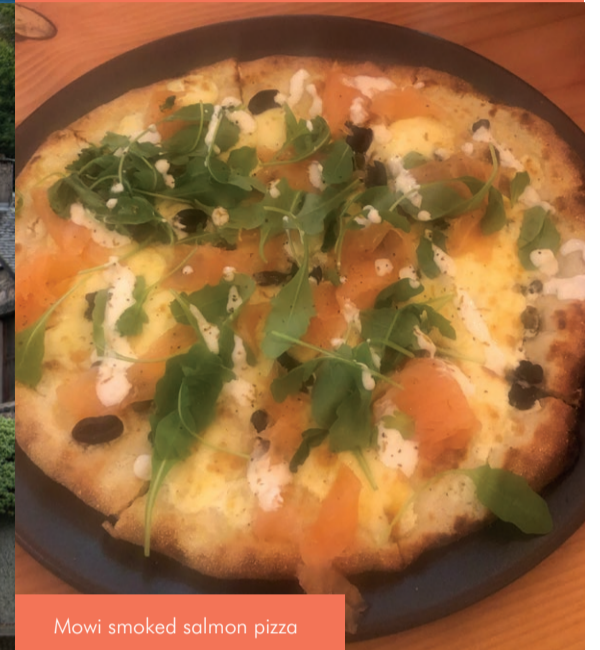


OCTOBER ISSUE

THE SCOOP

MOWI®



The Highland Cinema

Mowi smoked salmon pizza

Celebrating the opening of the Highland Cinema

The Highland Cinema in Fort William opened its doors to the public on the 25th September.

Mowi is proud to sponsor and support the Highland Cinema and is excited to see Mowi salmon served in the Café Bar.

Angus MacDonald, founder of the Moidart Trust and visionary behind the Highland Cinema, invited Mowi for a celebration and tour of the facility before it opened to the public.

Jayne MacKay, Community Engagement Officer, attended and was blown away with what she saw: "The Highland Cinema has been finished to an incredibly high standard and it is a great place for local people, many of them Mowi staff, to come and enjoy the latest film releases.

"I am extremely proud of our partnership with the Highland Cinema which sees Mowi branded content on the big screen and our Scottish salmon being served to guests in the 84-seater restaurant. The food is amazing especially the smoked salmon stone baked pizza! We were delighted to hear that our salmon actually sold out during the opening weekend, so it definitely proved popular which is fantastic news."

The Highland Cinema boasts two auditoriums seating 109 and 62 respectively, as well as an 84-seat café and wine bar. Cinema-goers can even book seats to watch blockbusters from a red Lotus sports car donated by a local businessman.

The building is on the High Street at Cameron Square, the site of the old town hall. Every effort has been made to make the building a dynamic

presence in the town, including local stone and traditional corrugated red roof inspired by the village hall in nearby Onich. The café has a beautiful douglas fir ceiling, long tables and a terrace. Even the gents' toilets are themed around Lochaber's notorious past with illicit whisky.

Speaking about the opening, Angus MacDonald told The Scoop: "The Highland Cinema has been long awaited in Lochaber and it is fantastic that Mowi has thrown in its support for the project, which will be a great asset to locals and visitors alike."

As a reminder to our readers, starting 5th January 2021, membership cards will be available to all Mowi staff, partners and their children under 18 on the West Coast. This will give staff a 30% discount for eight months a year (June, July, August and September are excluded). If Mowi staff outwith the West Coast apply for a membership card then Mowi will pay £4 per membership card issued.

As well as all the latest blockbusters, the Highland Cinema plans to show classic Scottish films and host musicians and events in the town when Coronavirus restrictions allow.

The first films showing are Tenet and Bill & Ted Face the Music.

Find out more about the Highland Cinema on the website: www.highlandcinema.co.uk

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PRESENTS
SCOTTISH SALMON
AN EPIC JOURNEY TO YOUR PLATE

SCREENPLAY BY: MOTHER NATURE
STARRING: SCOTTISH SALMON
PRODUCED BY: MOWI FARMERS
LOCATION: SCOTTISH WEST COAST WATERS
DIRECTED BY: MOWI SCOTLAND

**NOW SERVING IN THE
HIGHLAND CINEMA CAFÉ BAR**

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Congratulations to Stewart, Graeme, Craig, William and Roza at Rosyth!

Stewart McLean, Graeme Hume, Craig Fraser, William Green and Roza Ratajczak have all successfully completed a course and gained their IOSH (Institute of Occupational Safety and Health) certificate.

The group from Mowi Consumer Products UK learned all about managing safety in the workplace. From conducting risk assessments and understanding the impact of those risks to staff and the business, to dealing with accidents and understanding the correct procedures to follow in different scenarios.

Following the three-day course, each of them will now have increased responsibility regarding health and safety at the site.

Speaking about the course, Craig Fraser said:

“I found the course easy enough to understand and the tutor was very good at involving everyone and making sure everyone understood each part of the course. I enjoyed that we worked in groups for the majority of the course and that we were able to discuss different tasks together. It was also enjoyable working with other companies who were also on the course.”



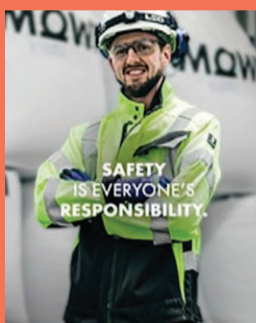
Stewart McLean



Craig Fraser

Mowi Global Safety Week

26th–30th October will see Mowi’s first ever global safety week. Look out for updates from the health and safety team and stay tuned to Mowi Connect for daily news, information and policies.



A year at Mowi

The Scoop caught up with Connie Fairbairn who joined us as a graduate last year to find out how her first year has gone.

Connie graduated in environmental science and also worked as a fish vaccinator in Norway before joining us. When we last spoke to Connie, at the start of her time here, she told us that she was hoping to learn how to cope in the face of adversity and “experience the toughest situations during my time in the graduate programme to better prepare me for the reality of being a farm manager.”

So Connie, have you been in some tough situations in the last twelve months?

The current situation has meant I’ve been based at Loch Leven since January, rather than moving site every three months. However, this has given me the opportunity to witness our fish develop from smolts to harvest-size salmon which has been a valuable experience. I’ve also been directly involved in various audits within the site, including the site’s conversion to organic this cycle, as well as ASC (Aquaculture Stewardship Council) and LR (Label Rouge) among others, which all have their respective challenges and knowledge requirements as a manager.

What has been the most valuable thing you have learned?

Probably the importance of having a good team behind you as a manager. Farm technician staff are the key component in the success of a given cycle, and the work they do on a daily basis is what allows Mowi to achieve good results at harvest. Happy, hard-working staff = happy fish!

How have you found the training?

Despite the challenges presented by the pandemic, I’ve still gained a huge amount of knowledge in the past 12 months. The management team at Leven has been great in involving me in all aspects of running a site, from budget preparations to staff management and all record-keeping requirements. I’ve also found Mowi Academy useful for remote training in plankton awareness, escape prevention and finance. The other graduates and I are also really looking forward to our advanced power boat training soon!

What does the next year hold in store for you?

I have six months remaining in the graduate programme and I’m keen to make the most of it. Post ‘graduating’ I’m still aiming for a management position in farming at Mowi, so fingers crossed all goes to plan!



Proposal to create a new salmon farm at North Kilbrannan

As readers will be aware, we have submitted an application to Argyll and Bute Council for a new high-energy salmon farm at North Kilbrannan, in the Kilbrannan Sound.

The application is based on a number of factors including our experience of farming in that region for more than a decade, the growing demand for our salmon both in the UK and internationally, the published guidance from the Scottish Government to farm at locations where there is deep water and strong currents and our continuing commitment to create employment.

Of course, the Kilbrannan Sound is still very much a focus of attention following the damage caused to our North Carradale farm by Storm Ellen, as featured in our previous issue and we continue to work closely with Fisheries Management Scotland and all relevant stakeholders regarding any issues arising from the incident. If anything, this has only increased our knowledge and understanding of the region and deepened our commitment to the local community of Carradale.

We hope to create up to 10 jobs if this application is successful and we are working closely with local people around a redevelopment of the harbour which would benefit local people and other local businesses.

Our COO, Ben Hadfield spoke exclusively to the Campbeltown Courier about what we have learned

from the recent challenges at North Carradale and why we wish to continue with this application for North Kilbrannan.

Ben stressed our commitment to the area: "We want to see our operations in Carradale expand and we want to secure the employment that's linked to that. We generally focus our growth projects in quite exposed and offshore locations and when you link that with the infrastructure improvements we put in – shore-based facilities and pontoons and things like taking food to people during the COVID-19 pandemic and just being part of the social fabric – it's great, it's improving our business, it's creating a lot of jobs, and it's improving the infrastructure in these remote places. We feel, as a company, we can farm there and improve our track record on escapes."

We are very much at the start of the process and a full stakeholder consultation has now begun. Watch our [video](#) to hear perspectives from local people and also hear from Yvonne Booth and Shelly MacGillivray about the work done so far to assess the potential socio-economic and environmental impacts of the proposed site. All supporting materials for the site can be viewed at the Argyll and Bute Council [website](#).



Farm Technician, John McMillan at Carradale

Aquaculture in Scotland

A new **Scottish Government report**, commissioned by Marine Scotland, has revealed the direct and wider economic impacts of our sector to the Scottish economy. Here's some highlights:



£885

million was contributed to the wider Scottish economy



11,700

jobs supported in 2018



£43,000

average salary



£94.1

million in taxes paid to local, Scottish and UK Governments in 2018



£1.4

billion spent on supplies and capital investments with 76% of these goods and services purchased from within Scotland

In the community



Photo by Jamie Bankhead

Bronze sculpture of mountaineers Professor Norman Collie and John Mackenzie unveiled on Skye

We were proud to contribute towards the £117,000 target set by local community heritage group, the Collie and Mackenzie Heritage Group, to commission a bronze sculpture honouring the two renowned mountaineering figures.

The bronze sculpture, erected at Sligachan, against the backdrop of the Cuillin Mountains, was officially unveiled on 25th September via live stream due to the current restrictions imposed by COVID-19.

It is hoped that the sculpture will become a tourist attraction on the Isle of Skye and to that end the Collie and Mackenzie Heritage Group had already met an initial fundraising target of £200,000 for a 21-space car park, information panels, stone seating and the removal of an unsightly overhead power system.

Speaking about the project, Morag Nicolson, chairwoman of the Collie and Mackenzie Heritage Group, said: "I am grateful to Mowi for its donation and am very proud to see the sculpture celebrating Professor Norman Collie and John Mackenzie, who are credited with creating many of the routes across the Cuillins on Skye."

See the sculpture in its full glory here:
<https://www.facebook.com/skyesculpture/videos/810395813097509>



Charlene Maguire and Amy Macpherson, courtesy of whfp.com

Refurbishment complete at Lochalsh Leisure Centre

The Scoop is delighted to report that much-needed repairs and refurbishment at the Lochalsh Leisure Centre, used by many of our staff and the communities around our sites in the North region, are now complete.

Mowi kick-started the fundraising campaign last year with a donation of £13,500 to cover half the cost of a new roof as well as additional funding to support a publicity campaign to raise the rest. So successful was the campaign that the trustees from Lochalsh Leisure Centre decided to raise the fundraising target so that further repair work could be completed.

Lots of creative fundraising initiatives, generous donations from individuals and organisations, such as the Conchra Charitable Trust and our friends at Ferguson Transport & Shipping followed, and the Lochalsh Leisure Centre is looking better than ever and has now fully re-opened within COVID-19 guidelines.

Speaking about the refurbishment, Charlene Maguire, manager of the centre, said: "I'm absolutely delighted! We've got a shiny new roof and paint scheme on the outside and then significant improvements have been made to our pool, plumbing, electrics, heating and our interior décor. I would like to thank Mowi for that very first donation and for helping us build some momentum to raise money for the other work. In the end we raised £61,401, which is incredible."

Well done all!

New outdoor clothes for Balivanich nursery

We were almost as delighted as the faces in this photo to donate money to purchase these much-needed outdoor clothes for the children at Balivanich nursery in Benbecula.

Some of our staff have children who attend this nursery and with government guidelines recommending that much more time is spent outside during the current pandemic, these new clothes will keep the children dry and happy.

Meet Kaspars Jevstignejevs

What do you do at Mowi?

I work in the processing department. Having been here for eight years I am trained to do just about any of the roles here.

What did you do before joining Mowi?

When I lived in Latvia I was a builder. Since moving to Scotland I have worked at Fastnet and then at Highland Smoked Salmon prior to joining Mowi.

What do you like most about your job?

Lots of things really! I enjoy coming to work and spending time with my colleagues. I also feel good to have a secure job with a stable and regular income meaning that I can provide for my family. I feel that Mowi has a bright future.

What do you do in your spare time?

I enjoy electronics and I like to fix broken electrical items.

What is your favourite film?

I like martial arts, in particular Wing Chun, so on that basis, Ip Man is my favourite film.

What is your favourite salmon dish?

I love all salmon dishes and eat a lot of fish as it's very healthy.

