

JULY ISSUE

THE SCOOP

MOWI®



NHS staff and care home residents in Skye enjoy smoked salmon

The Isle of Skye Smokehouse and Mowi have teamed up to provide smoked salmon to staff at two hospitals and residents and staff of two care homes on the Isle of Skye.

In a four-month pilot, John Corfield, founder of the Isle of Skye Smokehouse, is smoking salmon donated by Mowi and delivering it to Broadford and Portree for NHS staff and two care homes.

Every two weeks, residents at An Acarsaid care home in Broadford and Budhmer House Care Home in Portree are tucking into hot smoked salmon delivered by John himself. While 175 staff working at the hospitals in Portree and Broadford are also receiving smoked salmon to take home after their shift with some also being used to prepare staff lunches on site.

The pilot is a great example of how the business community has pulled together to support each other during the Coronavirus pandemic, as John explains: "I am a microbusiness and I rely on tourism and hospitality. Before lockdown, I had invested in being able to offer a tour and tasting at the Smokehouse. Obviously, this is no longer possible. The bulk of my business is with hotels and restaurants and I was part of the team behind the Skye and Lochalsh Food Link van which delivers local produce to hotels, restaurants and cafes around the island. When lockdown hit, it was obviously an anxious time for me and lots of food and drink producers on Skye."

John sources all his salmon from Mowi and over the last couple of years has developed a really strong relationship with the team. John received a phone call from Ian Roberts at Mowi about how the two businesses could work together on a project that would also bring to benefit the local community.

John continues: "I am both grateful to Mowi for this project and extremely proud to be involved. This initiative is not only supporting me as a small business when most of my market has disappeared overnight, but it is also providing healthy local food to frontline staff and vulnerable people in Skye during a very worrying time. I'd say that's a win win."

The hot smoked salmon is delivered in a combination of 120g packets to care homes and sides of salmon to NHS staff. As we go to print, the pilot has only been running for four weeks and feedback so far has been very positive.

Lockdown has seen a marked increase in consumers looking to buy local and support local businesses. Skye is no exception as John reports: "I am pleased to say that we were able to change the model of the Skye and Lochalsh Food Link van and start delivering

to residents. We have more than doubled the number of food and drink producers using the Food Link van and we have established 11 hubs on the island for local people to collect their produce. It means we have even been able to supply quality fresh produce to local people who are self-isolating."

The Scoop will follow the progress of the pilot and report back.



Will salmon find me a career?

That was the question that sparked over 60 young people to sign up to the first ever virtual career fair that Mowi hosted with DYW West Highland and the Lochaber Chamber of Commerce in June.

Hosted during lockdown at the time of year when young people are leaving school or university and considering what career options are available to them in a post Covid-19 world in the Highlands, the event was perfectly timed and well attended.

To illustrate the diversity of career options in aquaculture - there is thought to be over 100 different roles - staff from various areas of the business presented to the online group and took their questions.

Participants heard from Ryan Higginson, Hatchery Technician (Freshwater); Emily Connelly, Electrical Engineering Apprentice; Lewis Gibson, Farm Manager, Kingairloch (Seawater); Tommy Chisholm, Mechanical Engineering Apprentice and Joanna Borciuch, Translator / Administrator (Processing). Each of them spoke from the heart about their own experience working in aquaculture.

Emily Connelly explained: "I really enjoyed taking part in the DYW careers fair. It was great to have the opportunity to explain how I achieved my role and hopefully I inspired others to join Mowi."

Donald Waring, Learning & Development Manager, and Jayne MacKay, PA to MD and Communications Assistant, were also online and had been instrumental in organising the event and liaising with DYW West Highland and Lochaber Chamber of Commerce.

Speaking about the event, Donald told The Scoop: "We were really pleased with the participation in the event. Partnering with DYW and our education colleagues is the best way to connect with our future aquaculture talent. Having the platform to open minds to the plethora of career options available to young people is really valuable."

In addition to the interactive online talk, young people were also offered the opportunity of an employer-led mock interview. At the time of publishing, nine interviews are in the diary.

Feedback about the event has been positive and it is worth noting that it was also open to all young people out of school up to the age of 25. At a time when other large employers in the region such as the tourism and hospitality sectors are dealing with the economic impact of the Coronavirus pandemic, it was therefore an opportunity for those who may have

been made redundant, or are simply looking for a new challenge. Teachers, parents, and carers were also welcome to join and learn about the opportunities available.

Frazer Coupland, DYW West Highland Programme Lead and CEO of Lochaber Chamber of Commerce, was pleased with the event: "A big thank you to all the Mowi staff who took part in this event. I am delighted that they found this to be a rewarding experience - you did your company proud. The outcome of the event exceeded expectations and the feedback has been outstanding, which shows that there is appetite to further promote the aquaculture industry to targeted audiences and show off the amazing careers that we have available on our own doorstep.

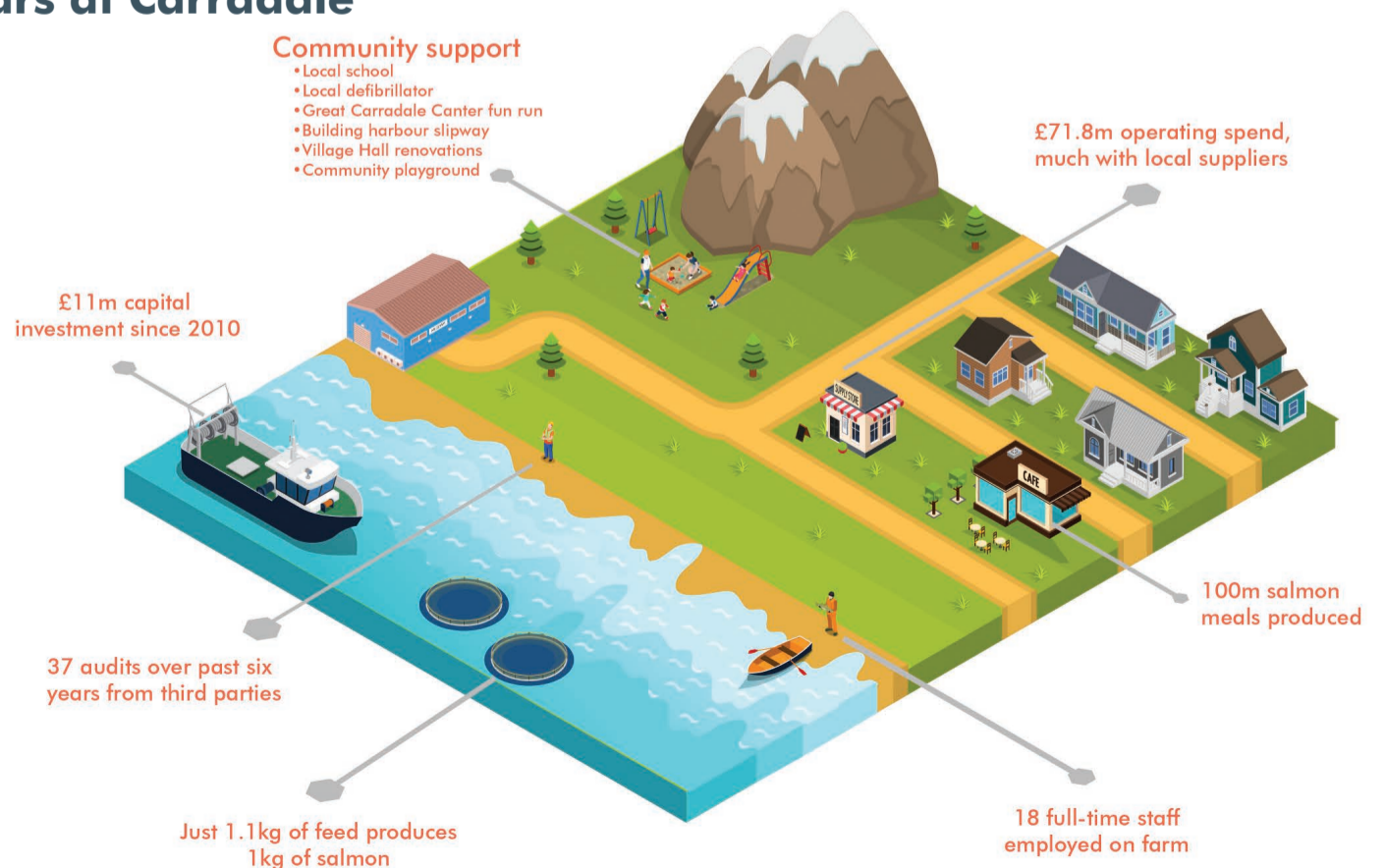
"Geography barriers have been thrown away with the use of virtual delivery, as we can reach across the whole of Lochaber, Skye, and Wester Ross. Your employees can take part in this rewarding experience from their own workplace; should you be interested, please make yourself known."

Well done to all involved. For those that missed it and would like to watch back <https://youtu.be/HYlCxUkqke0>



Celebrating ten years at Carradale

Carradale reached a significant milestone that was celebrated by all of us and also in local media. Here's a summary of everything that has been achieved in that time. Well done to Warren Harvey and the rest of the team! <https://www.campbeltowncourier.co.uk/2020/06/19/carradale-farm-dishes-up-fish-for-a-decade/>



Believe in zero

This is the mantra of newly appointed Head of Health and Safety for Farming and Consumer Products UK, Stephen O'Neill, recruited in December and who joined us in June.



Stephen is passionate about health and safety: "I absolutely believe that people should be able to come to work, do their job and go home healthy at the end of the day. Believing that it is possible to have zero accidents in the workplace becomes a philosophy. It takes every one of us to play our part in making it a reality. This requires daily effort and focus. I guess you could say that's my mission here at Mowi."

Task in hand

With a remit covering Farming and Consumer Products, Stephen is tasked with providing strategic leadership to health and safety at Mowi.

"Fundamentally I do this job because I believe people want to work safely and I can work with them to achieve this. Compliance with health and safety is critical for any company to achieve and yet is often a challenge. Tell someone to work safely because it is a rule and they may or may not take that on board. Educate someone about the hazards, how they could be harmed and how to stay safe, and people are much more likely to comply with health and safety requirements. For example, there is a noticeable difference in staff behaviour if you simply instruct them to wear safety goggles as opposed to explaining how eyes can get damaged if you don't wear them, and have people think what their life would be like if they lost their sight. It is about engagement and how the message is delivered."

You can therefore expect a big drive on education, new online courses and overall, a better understanding of the risks involved across all parts of the business.

The next few months will see Stephen visit our hatcheries, farms, feed mill and processing facilities.

He explains: "To bring people with you on the safety journey you have to earn people's respect. Staff need to know you, that you are committed. You can't do my job from behind a desk, you have to engage with people, understand the tasks they perform and their challenges. If you want to establish a culture where staff feel empowered to have that open constructive dialogue about safety, then there has to be trust on both sides."

Back where it all began

Stephen has had an extremely varied career, working in the oil and gas industry in the US, Singapore and Brazil. He has been based in Aberdeen representing many sectors related to oil and gas and he has even had a stint in the whisky industry. But it all started with fish:

"I studied Applied Marine and Fisheries biology at Aberdeen University and then headed to Shetland. After a brief stint working in the fish processing factories there, I took a Masters Degree in Environmental Microbiology."

Back in Aberdeen, he worked at the Torry Research Station, which amongst other things focused on improving ways to preserve fish. "I learnt a lot about smoked salmon there and I still own a kiln to smoke my own salmon to this day!"

"After 12 years conducting research into toxicity and marine environmental pollution including time at sea on research ships, I became the Health and Safety Manager for Marine Scotland. So, I've come full circle really. This job has brought me back to everything I love - the West Coast, boats and of course fish."

Stephen will shortly be moving from Aberdeen to Glenfinnan with his wife and three Bedlington terriers.

His three children are all grown up but the whole family is looking forward to spending time at Glenfinnan.

Take Extra Care

A new campaign has been launched by Mowi Farming to encourage safe driving. The campaign picks up on the national Road Safety GB campaign 'Take Extra Care' which aims to reduce road traffic accidents which accounted for 160,597 deaths in 2018. Look out for more information coming soon and thank you to Health and Safety Adviser, Rob Woodward, for coming up with this initiative.



Over 450 days without LTI at Rosyth

The team at Rosyth has reached a significant milestone marking 462 days (and counting) without LTI (lost time injury).

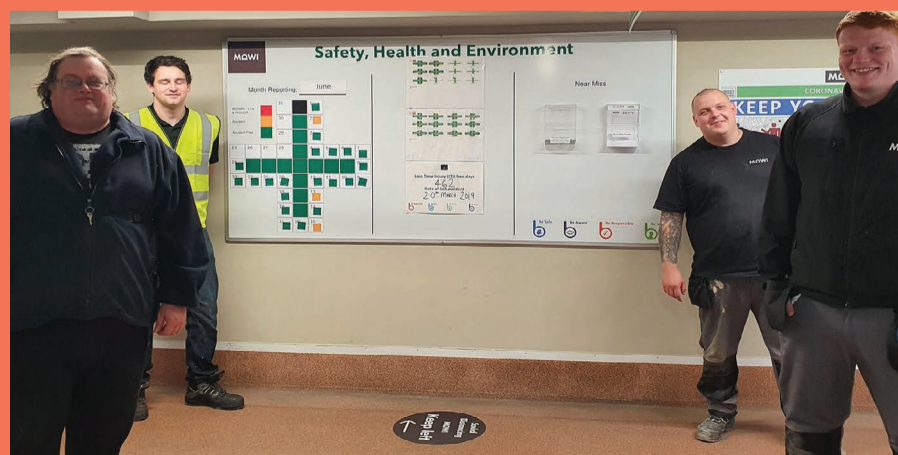
The Scoop spoke to Janet Rennie, Safety, Health and Environment Manager at Consumer Products, to find out more:

"I am really proud of this achievement. We have a culture of 'Safety First' at Mowi and we want to create the safest working environment possible. We want to maintain the current status of zero LTI in CPUK. I think our current performance can be attributed to: increasing the number of health and safety representatives at Rosyth; empowering them to be proactive; new phone or tablet tools like Spotlight which makes health and safety checks and monthly reporting much easier, weekly departmental KPIs and an overall mindset that puts safety first. These have all contributed to Rosyth achieving 462 days without a LTI."

There are 14 health and safety representatives at Rosyth. With no financial incentive, staff who volunteer to become a health and safety representative are motivated to create the best working environment for their colleagues. All staff at Rosyth go through the global Brainsafe training at Mowi and all health and safety representatives also receive tailored training. There is even a counter at the entrance to the factory which shows all staff if another day without LTI has been achieved so the 'safety first' culture is front of site as well as front of mind.

From health and safety representatives who have been in the role for a long time like Diane Yarwood who has been doing it since 2016, to more recent additions to the team like Sebastian Szyrowski, Janet and the management team at Rosyth extend their thanks.

Some of the health and safety team pictured below: Josh Hosea - Hygiene; Sebastian Szyrowski - Facilities Engineering Rep; Richard Lumsden - Primary Production Rep and Darren McCalman - Engineering Rep.



Ready for market!

Congratulations to the team at Colonsay, enjoying their first harvest for this crop on the 17th June, with biological results exceeding expectations.



S.McKie

In the news

Mowi Consumer Products UK signs new deal

Ideal Foods, an international seafood business based in Liskeard in Cornwall has signed a new supply agreement with Mowi Consumer Products UK.

The company, which exports fish, shellfish and fish by-products to more than 40 countries worldwide, will take salmon trimmings including heads, bellies and collars. Speaking about the deal, Gary Paterson, Head of Operations of Mowi CP UK, said: "We are pleased that this new agreement sees our delicious and nutritious seafood products finding their way to Ideal Foods customers – ensuring food waste is minimised whilst also adding to a healthy diet."

<https://businesscornwall.co.uk/latest-news/2020/06/ideal-foods-lands-new-supplier/>

Making a splash!

The rescue of a pod of long-finned pilot whales off the coast of South Uist had all of us gripped over the weekend in mid-June. We spoke to the team from Mowi who were involved.

Duncan MacQuarrie, farm manager at Stulaigh, told us: "A pod of 20 long-finned pilot whales had been spotted on Thursday night coming into the bay. It was unusual for them to be in that close and the coastguard was keeping an eye on them. Then on Friday we got a call from David Steele at Uist Sea Tours asking if we could help as some of them had got stuck. Shaun Mackinnon, Innes Macdonald and Craig May took the boat and headed out to see if they could help. Rescuers had managed to get ropes around the tails of the whales so the guys were able to pull them out further to sea."

Unfortunately, the whales kept coming straight back into the shallow water and some whales died on Friday night. Ruairidh MacQuarrie, farm manager at Marulaig Bay, picks up the story:

"On Saturday morning, I was just leaving the house to do some work at the farm office when David Steele pulled up and asked if there was anybody at the farm who could come and help. So I went out with David and joined Noel from British Divers Marine Life Rescue (BDMLR) who had come over

from Ullapool to lend support. We found nine whales who were stranded on the shore. The problem was they were upside down, so we got into the water to try and turn them over. They were tangled in seaweed but not completely beached.

"The whales were unbelievably calm. We managed to get all nine away from the shallow water. We heard that one lone whale was circling close to where the whales had died the previous day. We managed to free that one too but after a discussion amongst the group, it was decided to let it choose where it wanted to go after we had safely escorted it out of the bay. It chose to join the group we had just freed."

In the end, after having to once again free three of the nine whales that had drifted back to shore, the team managed to rescue ten pilot whales. This is amazing given the survival rate for beaching is only around 5%.

Well done to everybody involved!



Meet Yvonne Booth

What do you do at Mowi?

I'm an Environmental Analyst at the Farms Office in Fort William. The Environment team ensures that we farm salmon in environmentally suitable locations with the capacity to operate sustainably now and in the future whilst complying with the strict regulations.

What did you do before joining Mowi?

I spent 19 years in the oil and gas industry as a geologist. I spent 2015 to 2016 doing a MSc. in Oceanography at the University of Southampton before joining Mowi in 2017. I worked as a freshwater farm technician and hatchery technician to start with before moving to the role I'm in now.

What do you like most about your job?

Regulations governing the industry, farming technology and ways in which we can acquire and use environmental and socio-economic data to predict potential effects of salmon farming operations are constantly evolving and improving. It's exciting to be a part of that evolution in a growing industry that's so important to the Scottish economy and rural communities. I also really enjoy visiting the farms, sampling and observing specialist consultancy work such as wild fish monitoring studies. I'm constantly learning new things on the job and I really appreciate that the opportunities I have been given to have formal training for my career development.

What do you do in your spare time?

I like getting outdoors hiking up mountains, biking, camping, kayaking, snorkelling and exploring new places. I also enjoy weight training and photography.

What is your favourite film?

Into The Wild.

What is your favourite salmon dish?

Baked Mediterranean salmon

