

THE SCOOP

MOWI®



Blar Mhor team 2019

Expansion confirmed for Blar Mhor

The planned expansion of our processing facility at Blar Mhor and the associated restructure of the processing management team announced last month is good news for Lochaber.

Lochaber locals Ewan MacColl and Scott Nolan, who were both born and raised in Fort William and were pupils at Lochaber High School, will lead the charge to help us meet growing demand for premium Scottish salmon.

Scott is promoted to Processing Director and will lead the redevelopment of Blar Mhor to increase processing capacity to over 80,000 tonnes. Scott has been instrumental in the design project for Blar Mhor and will oversee all harvesting and processing operations as well as this expansion project.

Ewan continues as Logistics Director but will be able to focus more on how Mowi continues to improve logistics and the whole supply chain to meet the demand for increased volume and overcome any challenges related to Brexit.

The decision to significantly expand and upgrade our operations at Blar Mhor is the conclusion of a strategic review announced in May 2019 which considered a number of alternatives to increase our processing capacity including the construction of a

new facility elsewhere. However, the expansion and increased automation at our existing site at Blar Mhor made the most compelling business case.

Speaking about the decision, COO Ben Hadfield told *The Scoop*: “We are very pleased with the Board’s decision to invest further in our farming and processing operations in Scotland. Demand for premium Scottish salmon remains strong and is expected to increase year on year, expanding our processing capacity at Blar Mhor and introducing state-of-the-art robotic technologies for handling and grading salmon will put us in the best possible position to meet this challenge. In parallel, we will plan to further reduce packaging and our use of plastic, which we believe will increase consumer confidence in our salmon.”

The planning process for the redevelopment of Blar Mhor is already underway with building work due to start this year. It is anticipated that the full redevelopment will be completed by the second half of 2022.



Ewan MacColl



Scott Nolan

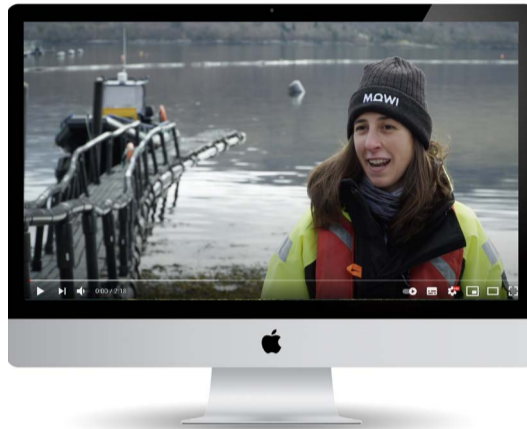
Caring for our fish

The recent Netflix documentary Seaspiracy has raised the conversation about seafood sustainability and animal welfare. At Mowi we take our responsibility to care for our fish very seriously. Last month we joined our veterinarian Ana Herrero at our Gorsten farm to discuss fish care.

Ana is one of the vets that we employ full-time to look after our salmon. After gaining her degree in veterinary medicine, she obtained a Masters in Aquaculture, followed by a PhD in Aquaculture Veterinary Studies. Ana visits all of our farms across Scotland to carry out health checks and talk to the onsite fish health teams about any changes they've noticed in the fish. She also works alongside colleagues in the health team, both in Scotland and worldwide, to continually improve the welfare of our fish through research, training and recruiting the best in the industry.

It is the hard work of Ana and everyone involved in every aspect of raising our salmon that has led to our recent monthly survival rate of 99% and a superior rate of 97%.

Watch Ana at work doing a health check at Gorsten by clicking on the screen.



Follow more videos on our social media channels.



Ana Herrero

New regional fish health management role created

We recognise the importance of sharing knowledge and expertise about fish health across the company, so much so that we have restructured the Farming Management team in Scotland to enable closer cooperation between Scotland, Ireland and the Faroe Islands.

Meritxell Diez-Padrisa has been promoted to Fish Health Director for Scotland, Ireland and the Faroe Islands.

Meritxell is an experienced veterinarian and fish health expert and has overseen significant biological improvements in Scotland over the last year as Mowi Scotland's Production Director, leading to the monthly 99% survival rate. In this new role, our other farming regions will also benefit from her expertise.

We also extend a warm Mowi welcome to Roar Paulsen who joins us next month from Lerøy where he worked for 26 years in positions including Managing Director at Lerøy Hydrotech AS and latterly as Production Director for Lerøy Midt AS.

With education in aquaculture, food technology and leadership positions in fishing and fish farming over the past 35 years, Roar brings valuable skills and experience to the role of Production Director in Scotland.

Speaking about the appointments, Ben Hadfield, COO Farming Scotland, Ireland and the Faroe Islands, said: "We are very pleased with the biological improvements achieved this last year after a challenging period during 2020. With these appointments we are well placed to continue down this successful path, while also ensuring we share best practices between farming regions in Scotland, Ireland and the Faroes and support each other's efforts to deliver on growth, cost control and sustainable farming practices."



Roar Paulsen



Meritxell Diez-Padrisa

Another great cycle at Colonsay

Congratulations to the team at Colonsay who have recently completed another great harvest cycle. The overall site biological performance has been very good with the site achieving a relative growth index (RGI) of 97% and a biological Feed Conversion Ratio of 1.2 which is even more

remarkable given the mean harvest weight of 6.33kg! The site also achieved an average yield per smolt of 4.38kg and an overall superior grade level of 95.3%. So well done everyone involved in helping to achieve these results!



Joseph Garlisi

Full fibre connection on the Isle of Muck

Another significant milestone has been reached on the Isle of Muck thanks to a further collaboration with community broadband supplier HebNet.

The Isle of Muck is the third Scottish island to receive full fibre to the premises (FTTP). The fibre network is based on the original fibre design installed two years ago on the nearby Isle of Rum, Scotland's first fully-fibred island.

This is great news for us and our team at Muck as it means that we have a high-quality and reliable network to link our feed barge with our shore-based office on Muck, a distance of 2,000 metres, as well as to our head office in Fort William.

This connectivity will ensure business continuity and employee safety during dangerous weather that often prevents our farmers from reaching the farm by boat.

Ian Bolas, Director at HebNet, told The Scoop: "We knew Mowi needed a high quality link between its shore base and barge so staff can continue to

monitor their fish by remotely operating underwater cameras and feeding systems during rough weather often encountered in the area. As soon as the fibre was deployed on the island, we installed a short wireless relay from a suitable landside location to the barge. Using gold standard fibre in conjunction with a wireless relay makes the shore base connection as good as if you were on the barge itself. There's a lot of talk about 5G technologies just now but traditional fibre and 5Ghz wireless technologies shouldn't be overlooked as suitable options."

The fibre connection benefits the whole island community and local residents have been quick to realise the benefits of effective and reliable full fibre networks. Resident Gareth Moffatt said: "A stable fast connection has become hugely beneficial to island life, whether used for business, home shopping, entertainment purposes or just for communication

with loved ones. With the recent restrictions applied due to Covid the broadband service has been invaluable for the children's home schooling enabling them to continue their education with little interruption."



Fibre relay station on Muck

Loch Ness and Loch Garry farms achieve ASC certification

All of Mowi Scotland's freshwater sites now have Aquaculture Stewardship Council (ASC) certification after Loch Ness and Loch Garry were certified on 3rd March 2021.

This builds on a successful start to 2021 following the certification of our seawater farms at Loch Linnhe, Gorsten, Marulaig Bay and Stulaigh, announced in January.

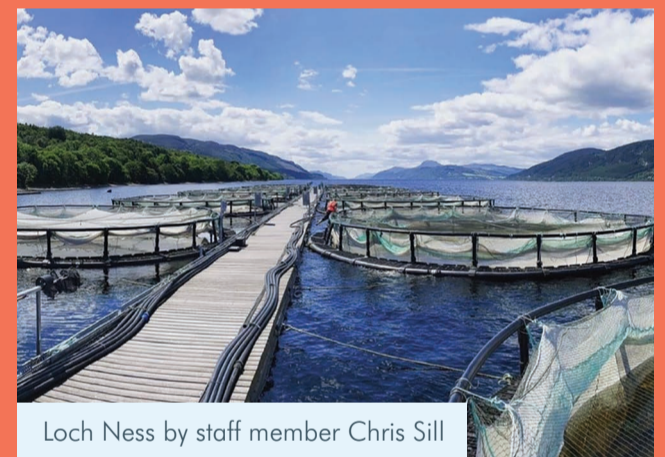
The ASC standards are a result of the Aquaculture Dialogues, initiated by WWF USA, and founded the development of verifiable environmental and social performance levels that measurably reduce or eliminate the key impacts of salmon farming. The ASC organisation works with scientists, conservation groups, NGOs, aquaculture producers, seafood processors, retail and foodservice companies and consumers to recognise and reward responsible aquaculture.

Speaking about the ASC certification, Sam Clegg, Certification Manager at Mowi Scotland, said: "This is a really significant milestone for Mowi in Scotland to have all freshwater sites certified. Now our entire smolt production is viable for ASC certification against the Salmon Standard in seawater.

"The ASC Salmon and Freshwater Trout standards are widely recognised as the most robust and far-reaching environmental and social standards for global aquaculture."

Mowi Scotland is the only aquaculture company in the UK to achieve this certification.

Well done to everyone involved!



Loch Ness by staff member Chris Sill

New electronic rack movers for Rosyth

In March the Rosyth Processing plant reached its milestone of two years with no lost time injuries (LTIs). This is a great achievement and a testament to the effort that all the staff at Consumer Products UK (CPUK) place on working safely. CPUK has a comprehensive training programme supporting safe working practices, ensuring health and safety training for all.

LTI free does not equal no injuries. Indeed when a review was carried out of incidents by site SHE Manager, Janet Rennie, it was found that 17% of injuries related to moving fish racks. This is a manual handling task requiring two trained personnel to move the wheeled racks, which can weigh up to 450kg. Even with trained staff, injuries still occurred.

So with a drive for continual improvement in health and safety performance, CPUK has sought to reduce these injuries. CPUK is investing over £20,000 in three new electronic rack movers to minimise our manual handling operation at the Rosyth facility.

Gary Paterson, Head of Operations at CPUK, told The Scoop: "This equipment was first brought to our attention

when one of our manufacturing managers was in discussion with our colleagues in France, where electronic rack movers are already used. We arranged to trial one in Rosyth and immediately established the potential benefit for our staff, especially in terms of improving health and safety.

"We will need to make some minor modifications to some of our racks but in the long run the opportunity to reduce manual handling as well as make it easier for our staff to move the product around meant it was an easy decision to make."

The new equipment will arrive at Rosyth in May.



Mowi in the News

The West Highland Free Press reported on the new playpark that will be created at Kyleakin following a community fundraising drive that raised £79,000. Mowi was pleased to contribute. Spot any familiar faces in the story?

<https://www.whfp.com/2021/03/13/new-playpark-in-kyleakin-after-community-reach-fundraising-target/>

Mowi 4.0

March saw the publication of our annual report and the launch of Mowi 4.0, our digital strategy set to revolutionise our business from roe to plate, through:

- Smart Farming
- Processing Excellence
- Closeness to Customers/Consumers

Download the annual report at <https://mowi.com/blog/annual-report-2020/>

MOWI brand launched in UK

Following our special edition of The Scoop in March, thousands of packs of MOWI branded salmon arrived in 400 Sainsbury's stores across the UK.

The launch was supported in-store with an aisle fish fin and online with advertising at [Sainsbury.co.uk](https://www.sainsbury.co.uk), where packs were on promotion at £4 per pack for a limited time to encourage trial. The most positive response so far has been for the Piri Piri Slow Roast Salmon Fillets, which are delivering ahead of expectations.

Look out for more activity during April and May showing why the MOWI products are the best of the best on the market.



Nicola's Polar Bear Challenge

During winter, when most of us were piling on the extra layers and cranking up the heating, Nicola MacColl, Quality Systems Manager at Blar Mhor, was taking to the water and swimming in nearby lochs. The Scoop caught up with her to find out why....

"I was diagnosed with young onset Parkinson's disease in 2017. Exercise eases my symptoms and I wanted a challenge to keep me active over winter so when I found out about the Polar Bear Challenge, it seemed like the obvious thing to do.

"The cold water cools your blood and may reduce brain inflammation, it may even prevent dementia and it is good for your mental health. You certainly feel on a high when you come out of the water and start to warm up.

"I decided to start with the entry level no-wetsuit challenge to see if I could do it. This meant completing two swims a month, each a minimum of 200 metres, from November to March."

When The Scoop spoke to her, Nicola just had two more swims to go. She swims in a few different places: Fort William from the west end car park (Loch Linnhe);

Glenfinnan pontoon (Loch Sheil); and Corpach basin (Loch Eil), when she passes the farms she is sure to wave to her colleagues as she swims by.

"There is a regular friendly group who swim every morning from Fort William, with cake on a Saturday. For safety it's important not to swim on your own, or you can have a spotter on the bank," she continues.

What's next for Nicola?

"Now that I have almost completed this year's Polar Bear Challenge and I know that I can do it, I am going to up the ante and do a longer distance Polar Bear Challenge this winter, and in doing so I hope to raise some funds for Parkinson's UK."

Find out more about the Polar Bear Challenges at <https://polarbearchallenges.com/>
Good luck Nicola!



Meet Rhiannon Macaskill

What do you do at Mowi?

I am a Shift Process Controller for the Kyleakin Feed Mill. I run our big capacity line and work with our engineers and logistics teams to keep the factory running smoothly and the boats happy.

What do you like most about your job?

Every day has new challenges to overcome and I love problem solving. It's super satisfying when you've really put your all into working with a difficult product or process and it comes up good!

What do you think would surprise people the most about aquaculture?

I think the biggest surprise, for me, was how big the pens actually are, for the number of fish in them! Loads of room for them to swim around!

What advice would you give someone wishing to make a career in aquaculture?

As a kid, I never thought I'd be sat here as an adult being quite so passionate about fish feed! The whole industry is fascinating, and I love how it's constantly changing and evolving with new and better practices and equipment. So, I think that all I could say would just be to go for it, be keen and interested and you can't go too far wrong.

Who would be your ideal dinner guest and what salmon dish would you make them?

I'd love to sit and have a chat with Matthew McConaughey, I think he's a bit bonkers but also has some really sage advice to put out there. I'd be serving up my dad's recipe for pan fried crispy skin fillet with a super indulgent Glayva sauce, roasted tatties and a load of broccoli!

