

MOWI®

Salmon is Good.
MOWI is Goodness.

Wharfside

JANUARY 2019

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Did you know?

that there will be nearly an hour more daylight on January 3rd, than there was on January 1st?

Trivia time!

Which country celebrates Hogmany on December 31st?

Answer on page 4

Mowi supports Broughton transition plan



Dr. Diane Morrison alongside Chiefs of the three Broughton area First Nations, as well as Minister of Fisheries and Oceans Jonathan Wilkinson, B.C. Premier John Horgan, and B.C. Minister of Agriculture Lana Popham at the announcement in Victoria on December 14, 2018.

The end of 2018 saw the announcement of the decision regarding salmon farming tenures in the Broughton Archipelago. The decision announced in Victoria on December 14th and is based on joint recommendations of the Government of British Columbia and the Governments of the Kwikwasutinuxw Haxwa'mix, 'Namgis, and Mamalilikulla First Nations. Mowi Canada West fully supports the agreement which had the stated aims to protect wild salmon, address longstanding First Nations concerns about finfish aquaculture in the area and protect resource jobs.

The Provincial government press release summarised the plan that affects both Mowi and Cermaq farms: "On a tenure-by-tenure basis, the recommendations provide for an orderly transition of 17 fish-farm sites between 2019 and 2023. Some farms will be immediately decommissioned; some will remain in

operations for various terms (two to four years). By the end 2022, 10 farms will have ceased operations. The remaining seven farms will cease operations, unless First Nations-industry agreements and valid Fisheries and Oceans Canada (DFO) licences are in place by 2023."

Mowi has operated numerous farms in the area for the past 30 years with 12 active today. To meet the planned transition and maintain the company's annual harvest volume over time, Mowi will need to apply for, and have approved, a number of license and tenure amendments to shift production from sites that will be decommissioned to other sites. This path forward will ensure a viable production area is maintained during the transition period and allow for business adjustments to be made. The company also intends to seek out new salmon farming sites where there is First Nation interest and consent.

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Happy New Year & New Name!

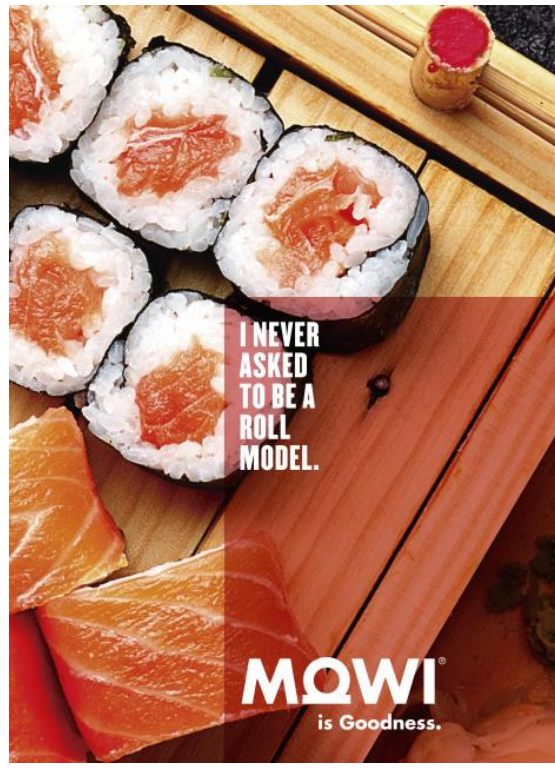
MOWI®

The dawning of 2019 has brought with it a few more changes than a normal new year. For us this means we are starting off the year as Mowi! Here in BC our operations are now known as Mowi Canada West, this can seem a bit of a mouthful and for day to day descriptions of who we are, referring to ourselves simply as Mowi will be easier.

For some of you it will not feel like much has changed yet, but over the next few months the change will start to become obvious. The first changes will be the simpler ones to achieve, such as websites and email addresses, old links and email addresses will still work but it would be a good idea as you are dealing with your regular contacts to let them know your new contact details. Site and vehicle signage will be following, as well as the signs on offices and warehouses, these physical changes will be slower but will help to embed the change.

Equally important to the company logos on our own operations are the places where we have shown our support to other groups and organisations. We will be working

to ensure that our suppliers and the associations that we are a part of are able to display our new logo, as well as those groups that we have been proud to support within the community. Over time we have been involved with a large number of groups and the Marine Harvest logo has appeared in a wide range of places, some will be obvious, and some less so. In some cases the presence of that logo will be so familiar that we'll hardly notice it and this is where your help will be much appreciated. If you see a Marine Harvest logo while you are out and about in your community or visiting a website of a supplier or an organisation that we work with, please let Chris Read know at chris.read@mowi.com.



**Salmon is Good.
MOWI is Goodness.**

CONTINUED FROM PAGE 1

Mowi supports Broughton transition plan

The company will continue to invest in its employees and equipment to ensure world-class salmon farming standards are met and there are no changes to employment anticipated at this time

"We approached these discussions seeking solutions that would both address the concerns of the First Nations and maintain our commitment to the wellbeing of our employees, support businesses, and

stakeholders. Going forward, we see the implementation of the recommendations as a positive step toward building mutual goodwill, trust, and respect as we work to earn First Nations consent of our operations in their Territories. Said Mowi Canada West Managing Director Dr. Diane Morrison.

A key component of the agreement is the development of a First Nations-led

monitoring and inspection program to oversee those farms during the transition. The development of this program is a crucial step in the implementation of this agreement and Mowi sees this as an opportunity to build relationships in an area long void of meaningful dialogue. We will be actively engaged in the development of this program and look forward to its implementation.

We have a lot to thank Percy Starr for



By Ian Roberts

On Friday November 30, 2018, the community of Klemtu, British Columbia, was deeply saddened at the passing of Percy Starr. Percy will forever be known as a respected Kitasoo/Xai'xais First Nation elder and Order of Canada recipient, and a large influence on Klemtu's recent history.



For our staff at Mowi, Percy can be thanked for the part he played in providing regular earnings for 55 families in the small, remote village. But he also gave us all a lot more.

When I first walked into Percy's band manager office in 1997 – as a young production manager ready to build the beginning of a collaborative business venture – I was met by a man who would command my attention for the next 20

years. Whenever I returned to Percy's office, I wondered if Percy actually liked me, as he could be very hard on your nerves. I received an answer to my question many months into our relationship when, after grilling me once again about one of my business decisions, he walked over to me and patted me on the back, with a wink. Years later, I got further confirmation he liked me when he came over to my table at a community dinner, and said, "Hey, young punk, you're a good guy. You know that, right?"

Clearly, given I'm writing about this now, I really needed Percy Starr to like me. So much in fact, that I seemed to have made it a career goal.

But it was exactly that tough characteristic that made Percy such an admirable man, and ensured his first priority was taken care of: Kitasoo/Xai'xais members. The decision to dive into salmon aquaculture was never an easy personal decision for Percy – he was a proud commercial fishermen. But after watching the village's fish processing plant shut down decades before, Percy's leadership group allowed for the village to vote on whether to start its own salmon farm. In the mid-1980s they voted 'yes' – Klemtu was the first Nation to

own and operate its own salmon farm. By the mid-1990s, Klemtu made the decision to seek a business partner to help ensure their aquaculture venture could compete on the global stage.

A generation later, this business venture continues to prove itself. Not that Percy would have needed to prove anything. But I am so happy that for many years Percy got to watch, from his window on the south hill, fish farmers make the walk to the town's centre float to catch a ride to the farms, and plant workers migrate to the north end of town to process the daily salmon harvest. He was, understandably, very proud.



Perhaps Percy's contribution to the people of Klemtu is best described by his Order of Canada: "By striving to re-establish the community of Klemtu when the local fish processing complex closed, he has created a prototype of sustainable economic development based on self-sufficiency and co-operation between aboriginal and non-aboriginal peoples. His community now serves as a successful model for self-renewal of First Nation communities, blending the best of the old culture with the best of the new."

A "successful model" indeed, and one that we should all continue to emulate. And for that, Percy, we thank you.

Ian Roberts worked in Klemtu as production manager from 1997 to 2008. He is now communication director at Mowi's farming operations in Scotland.

Merry Fishmas



Adrienne David, Chris Read, Christopher Johnstone, Pam McDermott & Nadine Gibbs present donations to Debbie Willis (centre) of the Campbell River Foodbank.

Mowi staff was proud to deliver salmon to the foodbanks in Campbell River and Port Hardy, hoping to make the holidays a bit better for those in need. Frozen skin pack fillets were produced in Surrey and shipped back to the Island in time for the foodbanks to prepare for their busiest week of the year. Both foodbanks have freezer storage

and the ability of the Surrey processing plant to prepare 1lb portions that are ready to go straight to the consumer means that our salmon can be donated into their distribution networks. It was heartwarming to see our product on the shelves of the foodbank freezer, ready to go out to support households in need.

In addition to the donation of our salmon both foodbanks also received donations direct from Mowi staff. Items for donation were collected at the Campbell River and Port Hardy Christmas functions and staff from both facilities were proud to be able hand them over to the foodbanks today.

Many thanks to all who donated items and to those who took the time to visit the



Pam McDermott with the boxes of salmon.

foodbanks to hand them over. Particular thanks to Jason Swanson and the team at Surrey for preparing the salmon for donation, and to Nadine Gibbs for marshalling the logistics of getting it delivered.



Donations were delivered to the Port Hardy Foodbank too.

Islander makes most of transferable skills



Jamie with Koda

By Gina Forsyth

Jamie Rouleau, Marine Logistics Coordinator, enjoys building her career in the aquaculture industry, and brings a wealth of experience to her position.

She was born in Campbell River and grew up with her older brother north of Campbell River, in Port McNeill. "My dad was in the forest industry, selling logs," says Jamie. Following high school graduation in Port McNeill, she worked at Englewood, processing fish and doing value-added. Following her tenure at the plant, Jamie moved onto a fresh water nursery site, working as technician at Victoria Lake in 2008. Her father knew Roger King and Jamie was able to secure her position through that connection.

After the operation at Victoria Lake shut down, Jamie transferred to the sea sites, where she worked at Shelter Pass for three years. "I started as a technician and got promoted to Assistant Manager," says Jamie. "The site was a larger scale than the lake and had a different set of challenges," she explains. She also worked on the sea sites and Project Crew in the Campbell River area.

After her time on the coast Jamie took on the challenge of working at sites in Klemtu, on the mainland. "I was the first female to assume a management role on the sites in Klemtu". She was the Assistant Manager of dual sites at Jackson Pass and Localsh Bay and then at Alexander Inlet and Cougar Bay. "Being such a remote area it created some unique challenges. The beautiful scenery and learning about the First Nations culture were what drew me to the area. The guys loved to joke around. "It was a great life experience and I learned a lot about myself and as a leader".

Jamie spent four years commuting to Klemtu from her home in Courtenay and decided it was time for a change. "I needed a new challenge and wanted to expand my knowledge in the industry.

She made the transition to her current office-based position of Marine Logistics Coordinator in March 2018. She started as a Marine Dispatcher supporting areas with booking water taxis, flights, etc. Now

she works closely with contractors and the Operations Team to schedule barges and meet deadlines for net logistics, mooring concerns and the movement of infrastructure. It's like fitting together a massive jigsaw puzzle".

Using specialized software such as Fishfone, Project and Savim for the detailed scheduling required, Jamie enjoys the organization needed to ensure jobs are completed on schedule. "It feels good to make it all fit."

The job becomes even more of a challenge during the fall and winter months, when weather can cause unexpected changes to the schedule.

"There's never a dull moment," says Jamie with a laugh.

After work and on weekends, Jamie is kept busy with her buddy Koda, a nine year old Husky/Shepherd cross who is "very vocal". They like to spend their time outdoors, adventuring together. She also enjoys running and photography.

Jamie grew up hunting and fishing. The family built a float house in the Broughton Archipelago and she spends lots of time there. She and her father have taken a hunting trip to Alberta for years. "This year was our 10th," says Jamie. They drove to the Saskatchewan border "with a trailer full of decoys" to bird hunt. They make the meat into pepperoni and jerky.

Keeping ASC busy!

The Mowi certification team have seen the rewards for their hard work over the last month with 3 sites either achieving their ASC certification for the first time or successfully retaining it.

In Port Hardy, the team at Heath Bay received news in early December that their site had achieved certification. The site is

currently fallow with the team dispersed across other sites during this period it meant that any celebration had to be postponed. Marsh Bay was ASC certified for the second time, after a long fallow resulted in expiry of the first.

Humphrey Rock was another site that received its certification in December, this

means that 90% of harvest sites in the Broughton region are now certified.

This brings our total of certified sites to 22 and we're getting closer to our goal of all sites being certified by 2020.

Congratulations and thanks to all involved for their hard work.



Shoe box collection



Renee, Nadine, & Meghan are joined by Alison Skrepneck from the Campbell River Shoebox Project.

In early December Mowi staff gathered together items that they could donate to the Shoebox Project as a part of the annual donation campaign. This is a program that we have donated to previously but this year Meghan Mills, Renée Hamel and Nadine Gibbs were determined to provide a bigger

donation than had been managed in the past. Through their encouragement and hard work, 34 shoeboxes of much needed items were collected and proudly donated to The Shoebox Project, this donation significantly surpassed previous years donations which is a great recognition of

the hard work put in by Meghan, Renée and Nadine.

"Sometimes the smallest gift can have the biggest impact. A gift from The Shoebox Project can help reduce feelings of isolation and improve self-worth for local women in need."

Comments about this Newsletter?

Please email comments, articles and ideas to Chris Read, Communications Manager, at Chris.Read@mowi.com



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