

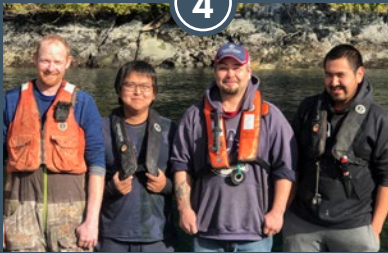
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Knowledge Sharing with Mowi Scotland

Did you know?

on March 1st 2007 a detachment of 170 Swiss infantrymen accidentally invaded neighboring Liechtenstein when they got lost on a training mission.

Trivia time!

When was the first tweet sent?
Answer on page 4

A Food Safe First for Port Hardy



By Julio Osorio

Recently the Port Hardy Processing Plant (PHPP) experienced the first official CFIA audit under the brand new Safe Food for Canadians Regulations (SFCR). This is a new standard for the industry and PHPP was the first seafood processing plant in Canada to be certified.

A key part of our successful certification is that PHPP has a Preventive Control Plan (PCP) that demonstrates that, as an exporter, we understand the risks associated with the food we export. Our PCP includes a risk analysis of every processing step from receiving input material to shipping and transportation.



This analysis also incorporates possible risks in aspects related to biological, chemical, and physical hazards and potential allergen inclusions for

each processing step.

The next steps incorporate the description of all preventative measures used to mitigate or eliminate any possible hazard identified during the risk analysis. To be in compliance with the SCFR, the PCP describes all the control measures for each processing step and the monitoring activity for those where records play a key role.

Our systems and processes meant

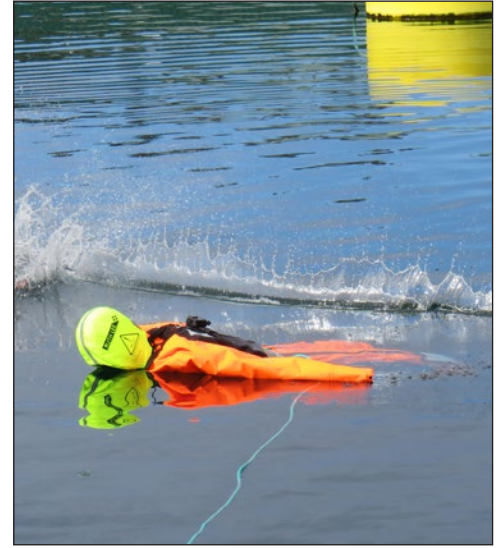
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Man Overboard!



Having an opportunity to practice with a realistic figure allows techniques to be perfected.



A splash and a shout of “man overboard” is a sound that will galvanise anyone who works on the water to action. Fortunately for the staff at Swanson Island they knew it was going to happen and the cause of the splash was the newest member of the Broughton Area Safety Team, a mannequin designed to help replicate man overboard scenarios for effective training. Specifically designed for the task of replicating a casualty in this scenario, the mannequin is a realistic size and weight, and importantly, doesn’t mind repeated dips in

the sea as techniques are practiced over and over again.

The training at Swanson Island was made up of three scenarios where the team had to recover the mannequin. Each recovery acted as a realistic example and enabled the staff to practice important techniques. It was also an opportunity to look at best practice in dealing with this type of emergency with a number of opportunities identified on how to improve. Some of the techniques, such as accurately throwing a life ring, steering a skiff effectively into

position for a rescue, and lifting a casualty to safety are critical skills and the new addition to the operations team provides a great opportunity to do so in a controlled situation.

The mannequin, or Ruthie as it (she?) is becoming known (named after the manufacturer, Ruth Lee) is a great innovation by the Broughton team, providing an excellent resource, not just for MOB training but also for confined space extraction too.

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A Food Safe First for Port Hardy

that we met the SFCR requirements that we hold the correct license for producing our product, and that the food itself also meets the applicable standards for safety, grading, standards, labelling, and quantity. We also keep clear records that trace where we sourced our input material and to whom we provided it. Lot accountability and notification procedures play a key role to demonstrate full traceability. An accurate and current recording system is used to control our product entering the distribution

chain up to the first shipping destination. It includes pertinent information such as date of processing, farm site, pen number, shipping invoice number, shipping carrier, first shipping destination, and the date product is shipped.

We track product from farm pen to customer using the Innova software from Marel in combination with other digital reporting systems. This uses a barcode or label information which allows us to track all the way back to a pen or forward to

customer. Currently this involves interaction between a number of software programs and reports (we are currently updating the way we do this and are looking to use some more advanced software which some other Mowi business units are using).

That we have been certified to meet this standard is a great demonstration of the processes we have in place at the PHPP and recognition of the hard work that went in to developing and maintaining them.

Filming with the “Fishionista”



Preparing for another take, despite snow storms across BC, Hardwicke had glorious weather.

There have been a number of reports recently highlighting the importance of seafood as a part of a healthy diet and also as a responsible choice in a response to climate change and rising population numbers. At Mowi we are keen to work with initiatives that promote eating sustainable seafood. This meant that when an opportunity arose through the GSI (Global Salmon Initiative) to work with chef Michael-Ann Rowe featuring our salmon as a part of a series promoting all types of seafood, we wanted to be involved.

Michael-Ann Rowe is the self-styled “Fishionista.” She’s a chef, food blogger, and healthy eating enthusiast who has made it her mission to challenge perceptions around seafood by using a fun and engaging style to encourage people to try eating it. She wanted to showcase the healthy attributes of our salmon, the care and attention that goes into raising our fish, as well as the technological advances that have made it possible to grow our salmon in a sustainable way in the clean BC waters.

We were proud to show her the full process of raising our fish, from hatchery, to sea site, to processing plant, showcasing the techniques and technologies we use and most importantly meeting the people involved at every stage. At all locations the knowledgeability and passion of our staff blew her away and if it weren’t for such a tight filming schedule, we could have stayed longer at each location. The filming at our sites is planned to be used as a pilot



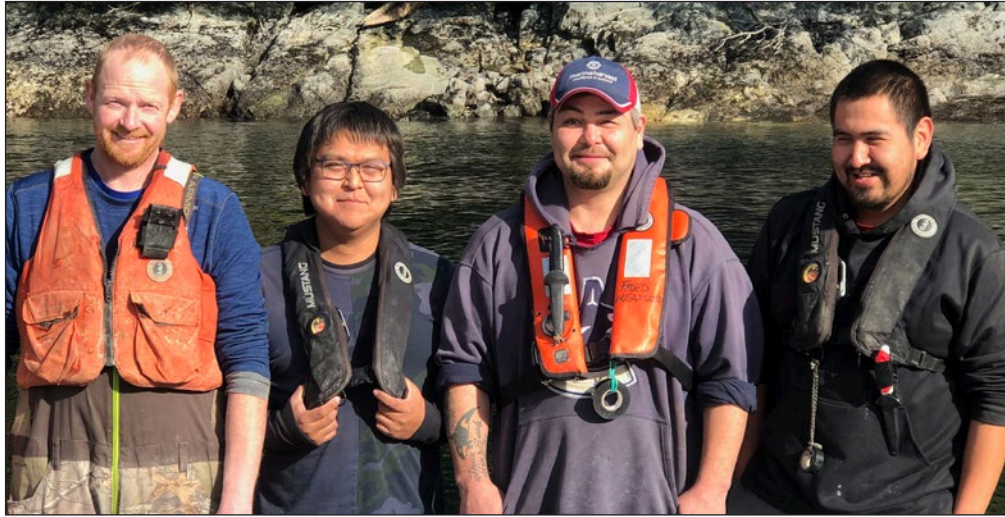
Demonstrating the feeding systems at Hardwicke Island

episode for her new series. Fingers crossed it does the job with more encouragement for eating seafood making its way onto TV screens. Many thanks must go to the staff at Big Tree Creek, Hardwicke Island, and the Port Hardy Processing Plant who took time out of their busy days to share their knowledge and passion with Michael-Ann. As always, you were excellent ambassadors for our company.



Big Tree Creek fascinated the film crew with so many interesting things to see

Klemtu – Working hard through wintry conditions



The Kid Bay crew enjoying the warmer weather after the arctic conditions.
(L to R Marc Dewinter, Johnny Hopkins, Fred Neasloss, Wesley Robinson)

The wintry weather conditions in Klemtu didn't put a stop to the site teams there getting the job done. The Kid Bay crew (pictured on one of the warmer days that followed) and the rest of the area staff and Operations crews completed a three week peroxide treatment in January and endured sub-zero temperatures (-30°C), 60 knot out-flow winds, and multiple snow storms during the project.

These conditions also failed to stop other crucial work being done during January

and February. The final harvesting was completed at Goat Cove, hydrogen peroxide treatments and fish transfers were undertaken at Alexander, and the site setup was finished at Cougar Bay!

Production Area Manager Riley McFadyen said, "All of this was done during these extreme cold temperatures – a very good job done by a resilient and hard working group of people."



Mowi Opens Quatsino Office



Mowi Indigenous Partnership Liaison Chrissy Chen, chats with Sam Nelson, the Quatsino Band receptionist



The Mowi Quatsino Area office is located in the Quatsino Band Office

Mowi has recently opened an area office for its Quatsino area operations. Based in the Quatsino Band offices, the Mowi office will provide an opportunity for people to drop in to ask any questions they may have about job opportunities, site tours, or anything else they'd like to know about Mowi operations. It will also provide a

local base for Mowi staff in the area to use for meetings.

"It is great to see our office for the Quatsino operations open," said Doug Knudson, Production Manager for Quatsino area. "It allows us to be more accessible to the community in which we are working, and by using the available

space within their Band offices, we are also able to support their own enterprises too."

The office will be open at set times during the week, which have yet to be finalised. While these are being established, please contact Chrissy Chen (christine.chen@mowi.com) for office opening times.

Mo Update

There was a lot of interest in the progress of Mo, the Northern Fur Seal, rescued by the staff of our Hardwicke Island site. So far the reports from the Vancouver Aquarium Rescue Centre are positive. She has responded well to treatment, is starting to groom herself, and is putting on weight. In fact, every report mentions an increase in appetite, which is a great sign. As you can see from the images from the Rescue Centre, Mo is growing up fast. Hopefully her recovery will continue and she will be able to be released into the wild.



Mo is feeding herself and her appetite continues to grow!

Knowledge Sharing with Mowi Scotland



A chance to catch up with some familiar faces

By James Rogers

Last month Andy Haslam and I travelled to Scotland to learn from our colleagues there how they are using enviro-nets to prevent gill damage and improve survival. It was a short and extremely valuable trip. Sean Anderson, Allan Murdoch, and David Macgillivray were kind enough to take us to all the sites which was much appreciated.

Enviro-nets are simply two nets sewn together that are installed in such a way that one is always floated up out of the water drying in the air while the one is installed in the cage with salmon in it. Every two weeks the nets are pulled so they switch positions and nothing ever gets a chance to grow on them.

Mowi Scotland have been successful using enviro-nets on their lower energy sites and have even installed them on circle sites. This strategy coupled with using RONCs to clean "clean" nets has resulted in improved survival. Not to mention two of these sites have achieved eFCRs of 1.04!



Docking large well boats on sites is a precision job

A highlight of our trip was Ian and Lori (and Rowyn) hosting us for dinner. It was great to catch up with both of them and I discovered that Ian and I share the same clan heritage, although neither of us can say what clan that is because it is apparently the most hated clan in Scotland.

In addition to the enviro-nets we saw:

- How large wellboats are docked on steel sites without removing anchors
- Thermo-licer and freshwater treatments
- Water-borne feeding
- Sea lice sampling

- Cleaner fish
- Mort incineration and ensilage

Another exciting part of our trip was learning to drive manual transmission on the left side of the road. I'll admit Andy was more adept than I was but I left my mark on at least two curbs over there. Suffice to say I'm happy to get back here where we drive on the right side of the road...saying nothing about how narrow the roads are over there!

Comments about this Newsletter?

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