

Historic Broughton Agreement Wins BC Government Recognition



The Government to Government process represented many different groups and was a great example of collaboration

Mowi Canada West was a part of the celebrations at the 2019 BC Premier's Excellence Awards as the Government-to-Government process in the Broughton Archipelago won the Premier's Excellence Award for Partnership.

The award recognizes joint-ventures or multi-party initiatives between BC Public Service organizations and organizations in the broader public sector, other levels of government, First Nations communities, or in the private or not-for-profit sectors.

In 2019, the 'Namgis First Nation, the Kwikwasutinuxw Haxwa'mis First Nation, and the Mamalilikulla First Nation, together with the BC Government, developed a framework for the future of salmon farming in the Broughton Archipelago. Mowi Canada West and Cermaq Canada were invited to the table to provide their input and commitment as part of the process. The result of this work was a historic agreement.

Dr. Diane Morrison, M.D. of Mowi Canada West said, "The Government to Government

process that lead to this agreement is a significant milestone for salmon farming in BC. It is fantastic that the hard work to achieve it has been recognized with the Premier's Excellence Award for Partnership. We are very proud to have played a part in this process."

The nomination video that was shown at the awards ceremony can be seen here: https://www.youtube.com/watch?v=X_dD37qqX98&feature=youtu.be

The 15th Annual Premier's Innovation and Excellence Awards honoured BC Public

Service employees for their exceptional work making life better for British Columbians.

This work includes projects to advance reconciliation, improve emergency response, and revitalize BC's environmental assessment process. The Premier's Awards recognize public service employees for applying new and innovative approaches in seven categories: Emerging Leader, Evidence-Based Design, Innovation, Leadership, Legacy, Organizational Excellence, and Partnership.

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Mowi Concrete Barges Built Locally

For the past seven years, Pacific Marine Construction has been providing building services for Mowi Canada West to assist in their operations along the coast.

Cory Handyside, Owner/Director of the family owned and operated Campbell River based business, says the firm supplies a variety of products including new concrete feed and accommodation barges, compressor, ensilage, mort and work floats, as well as renovations to existing barges.

"For decades, concrete barges have been preferred over their steel counterparts for a variety of reasons," Cory says. "Concrete barges are rust proof, slip resistant, and require little to no maintenance. They are stable and virtually unsinkable, making them safer and more cost effective. Unlike steel barges in harsh winter climates where ice buildup is of concern, concrete can easily be salted numerous times without compromising deck integrity."

Started nine years ago, Pacific Marine now has 45 employees including an in-house designer and uses local trades and suppliers. Over 90 percent of the products Pacific Marine Construction builds are for use in the aquaculture industry and are entirely unique and custom built to meet the specific needs of their clients.

Their state-of-the-art features and ergonomic designs prove that size, comfort, and innovation



One of the structures built by Pacific Marine Construction

are all achievable at sea.

"Each project, no matter the size, is perceived as an opportunity to learn and adapt and inform our future decisions, ensuring that each project is more innovative than the next,"

Cory says. "By partnering with other leading subcontractors in the industry, Pacific Marine Construction plans on continuing to develop the most advanced and sustainable feed barges in Canada."

Mowi Helps Build Habitat For Humanity

Habitat for Humanity and the Campbell River ReStore are having a positive reception in the community.

This year, the volunteer organization won the Campbell River "Readers' Choice" Award for non-profit or service group, following up on 2018 when it received the Not-for-Profit of the Year and Social Enterprise Award at the Campbell River Chamber of Commerce Business Awards of Distinction.

Their success is due, in no small part, to their team of dedicated volunteers and generous donors like Mowi Canada West, who donated gently used, like-new furniture and windows from a barge deconstruction to the ReStore which was purchased by customers from Campbell River and all over the North Island. This donation has raised nearly \$15,000 so far for Habitat for Humanity.

Alison Liebel, Community Engagement Officer for Habitat for Humanity Vancouver Island North, notes that since it was founded in 2004, they have built 16 homes in the Comox Valley and 12 in



Staff from the Campbell River ReStore all pitch in on build day

Campbell River, with plans to increase the number of homes to 22 and 17 by the end of 2020.

"The benefits of a Habitat home reach far beyond the four walls these families help build. Through reduced reliance on social housing and food banks, better education and employment outcomes, and

improved health, every Habitat home built helps create \$175,000 worth of benefits for the local community," she says. "With the cost of housing increasing every year coupled with extremely low vacancy rates, offering affordable homeownership for hard-working local families creates stability,

self-reliance and strength to not only the homeowner families, but to the community they contribute to."

Liebel explains that for a family to qualify to purchase a Habitat home, a family must meet low-income levels as laid out in BC Housing Income Limits and have custody of at least one child, under the age of 18.

"As part of their partnership, the family puts in 500 hours of volunteerism with Habitat," she adds. "All members of the family can pitch in with these hours, so we often see children of homeowner families baking goodies for the volunteers or handing out brochures at a community market."

"It's a great way for the kids to actively contribute to their new home, helping to build a stronger future for the family."

Sales through ReStore support the building of these homes, and is the social enterprise that funds the organization's operations and helps ensure financial resources are available to support construction projects.

Mowi Gets Students To Heiltsuk Big House Opening



A large crowd gathers outside the Heiltsuk Big House

First Nations students from Klemtu were able to attend the Heiltsuk Big House Opening Celebrations in Bella Bella on October 15-17 thanks to the generosity of Mowi Canada West.

Justin Magnuson, Principal of **Kitasoo Community School** in Klemtu, notes that over 35 students, 15 staff, and over 25 community members took the round trip from

Klemtu to Bella Bella for the event.

"The Big House opening would not have been accessible to many of the families, students, and staff at KCS if it were not for Mowi's generous donation," Magnuson says. "We are very grateful for the community-centered approach Mowi makes a priority in Klemtu, and ultimately, our students benefit from the reciprocity shown by Mowi and its leaders."

Magnuson says Mowi's continued partnership with KCS includes the Read With A Kid program, many family outings, and special events.

"We count on Roger King, Tina Gonsky, and the rest of the Mowi team to support KCS, our students, and families as we work together to foster the best educational experience for the Kitasoo/XaiXais peoples," Magnuson says.



Opening celebrations were held inside the Big House



Students enjoyed the ride to the Big House opening celebration

Employee Photo Contest Winners Announced



Steve Spence's photo of the sunset captured first place in the Photo Contest

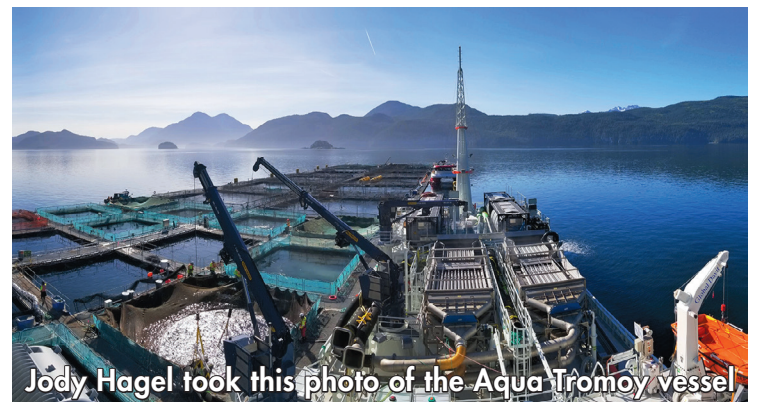


Duane Morgan's photo of Glacial Creek

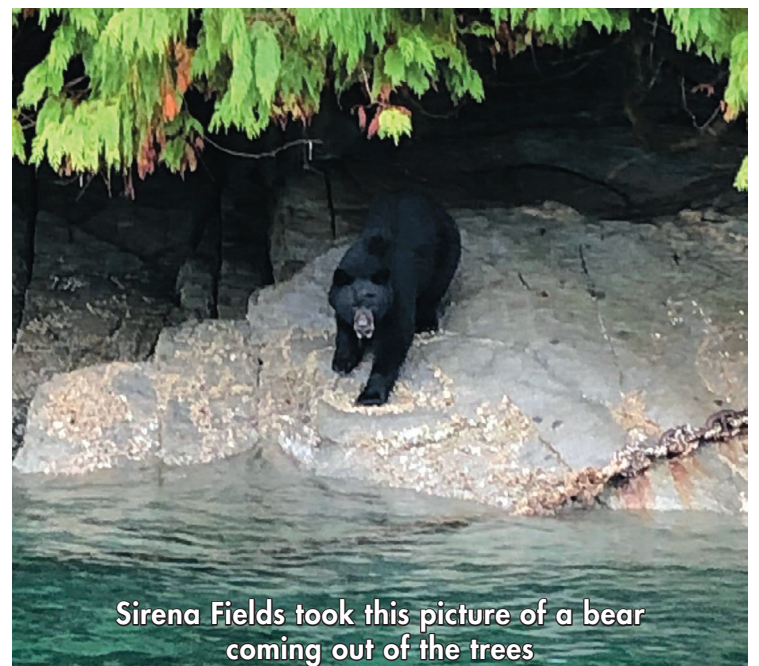
Mowi Canada West held a Photo Contest for its workers as part of the company's Employee Appreciation Day.

Steve Spence was announced as the winner for his stunning sunset photograph over the ocean. There was a large number of high quality entries, making it a difficult task for adjudicators to choose the winner.

The photographs here are only a few of the excellent entries that demonstrate the picture taking skills and artistry of our employees!



Jody Hagel took this photo of the Aqua Tromoy vessel



Sirena Fields took this picture of a bear coming out of the trees

Debbie Miller Retiring After Two-Plus Decades

One of Mowi Canada West's top "bean counters" is calling it a career after 22 years in the aquaculture industry.

Debbie Miller, Saltwater Cost Accountant for the company, has been responsible for the accounting of everything from smolt to harvest, and determines and document all costs associated with all Saltwater activities. That includes the allocation of costs from the numerous sources including the Production Areas, Operations, Wellboat, RONC and each Saltwater Site.

"This has allowed me to work closely with many great people throughout my years," she says. "While many might think that job is only month ends, budgets, long-term plan and year ends, the job is often much, much

more."

Miller started in the industry with Stolt Sea Farm in 1997 as an accountant assistant, moving through several positions before her current post, and has enjoyed her tenure with Mowi.

One of Debbie's favourite stories was her first time on a float plane to an Ocean Falls site visit in 2009, with Debbie Ashcroft and then-Freshwater Manager Dean Guest.

"All was good until we hit the Coal Harbour road, which is a winding road, and both Deb and I are getting motion sickness," she recalls. "We couldn't fly out of Coal Harbour because of the low cloud so off we went to Port Hardy to have a coffee and wait for the clouds to lift."

"Debbie had some ginger gravel so we took that, but for me the damage had



Hiking is one of the passions of Debbie Miller, right

been done: motion sickness and nerves. The plane arrived, and Deb and I went in the back and off we went. We had Ryan as our pilot who was amazing, and he did a side tour on our way back and took us over Burnett Beach to show us wolf tracks. He came so low that both Deb and I thought the wings were going to touch the sand!"

"I experienced other site visits by boat," she shares. "I had the opportunity to hand feed smolts, be on the harvest boat to watch a harvest, see how the process fish are pumped in and out of the water for site/pen transfers, watch a RONC boat cleaning the nets and have a tour of a couple of our processing plants."

"You really get an appreciation for site workers when you see the elements of nature they have to work with compared to sitting behind a desk in an office."

Debbie adds that "Mowi is a company that looks after their employees and gives them the opportunity to grow within the company. I will miss my work, but mostly I will miss the great people I have had the opportunity to learn from and work with. I am excited to move on to the next chapter which ironically will include taking off in a float plane for fishing and hunting trips."

"My other interests are golfing, hiking, skiing, gardening," she says, adding she is also looking forward to "spending more time with family which includes, to date, three grandchildren."

Koskimo Team Captures Sterling Cup

The **National Hockey League** gives the Stanley Cup to its champion.

Mowi Canada West has its own "championship:" the coveted **Sterling Cup**.

Each year, the trophy is awarded to the team who earns the lowest Feed Conversion Ratio (FCR) at its site.

Jarrold Baker, Site Manager at the winning Koskimo Bay sea site in the Quatsino Sound on the West Coast of BC, said, "Our Koskimo team had a dedicated feed strategy of feeding before sun up and after sun down," Baker states, noting **Josh Tucker**, **Jason Morrow** and **Chris Kardynal** were the other members of the unit, with **Dominick Nelson** joining the team late in the cycle near harvest.

"If you could see in the feed cameras, we were feeding. We had minimal plankton that season so lost feed days were pretty much non-existent. We had big healthy smolts from the last year



Members of the Sterling Cup winning team celebrate their victory. From left: Chris Kardynal, Josh Tucker, Jason Morrow and Dominick Nelson

Georgie Lake Hatchery was open, which has since been shut down. We had an excellent crew that focused on feed and growth every day until harvest."

"We all kept a close eye on numbers throughout the year and

we all knew we did well," he adds. "We were all very excited to find out we were number one with the lowest eFCR Quatsino has ever seen!"

Rodrigo Cristi, Feed Manager at Mowi Canada West

commented, "Koskimo YC2016 S0 got 92 from a total of 104 points in the Sterling cup competition, reflecting what a brilliant crop they had! It's great to see that the Sterling Cup is going to Quatsino this crop, which is a very challenging area for plankton blooms and jellyfish."

Mike Sharko, Saltwater Production Director at Mowi Canada West said, "Congratulations to Koskimo on winning the Sterling Cup. To do so, they needed to have the highest score on a number of different parameters including yield, feed conversion ratio, and survival. They achieved these high scores through hard work and attention to detail, and with the support from all at Mowi Canada West."

"High performance is the result of teamwork, and the hard work of the Freshwater teams, the Fish Health teams, and all the support staff contributed to the success at Koskimo. The high standards displayed are an inspiration to all of us."

Vessel Safety Management System Launched

As **Mowi Canada** West's Marine Vessel Safety Superintendent, it was **Cindy Taylor's** job to develop a formal vessel Safety Management System for use in the fish farming industry.

Cindy has done such a good job that **Transport Canada** has provided very positive feedback after Cindy provided them with a copy of the Mowi "Vessel Safety Management & Operations Manual" for review and comment.

An independent marine consultant and Master Mariner since 1997, Cindy has been supporting Mowi's vessel operations through the head office in Campbell River since December 2017. She brings 37 years of experience in the maritime industry that has included working in the Gulf of Mexico, South Pacific, Australia, the North Sea, and the Caribbean. Her resume includes working for offshore oil and gas sub-sea construction projects and global marine energy consultant work.

She explains that the Vessel Safety Management project became necessary because "Mowi's fleet has reached the size where there needs to be some sort of formal safety management system in place, not only to demonstrate due diligence to regulatory bodies, but also to create a systematic process on board each vessel where a high standard of safety, environmental protection, and emergency preparedness is conducted, maintained, and documented."

To achieve and define this, she had to list company and personnel responsibilities, conduct authority of specific personnel, operational responsibilities, vessel documentation, safe practices and procedures, emergency preparedness, drills and training, documentation of compliance, and emergency reporting procedures.

"I used the framework of an International Maritime Organization code called the 'ISM Code', or 'International Management Code for the Safe Operation of Ships and for Pollution Prevention,'" she notes. "It has been in force since July of 1998 and is mandatory on all ships of 500 gross tons or more."



Cindy Taylor on a vessel in the port of Chaguaramas, Trinidad during her seafaring days

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Even though Mowi has no vessels to which the Code applies, the same need for an established process of safety management still exists within the Mowi fleet. It ensures safety at sea, prevention of human injury or loss of life, and avoidance of damage to the environment, in particular to the marine environment, and to property.

"I used the SMS systems on many vessels all over the world during the last 10 years I went to sea, and for several years now it has been part of the focus in my career as a marine safety management consultant, vessel inspector, and so on," she recalls. "It is a system that works well, and since I had seen the effectiveness of it both in operating a vessel and as an inspector/auditor, it was the practical choice to use a proven system rather than re-invent the wheel."

Cindy notes the system is still in the stages of vessel operations personnel and vessel managers adapting to it, but all results have

been positive thus far.

"Identification and clarification of responsibilities, procedures, and regulatory requirements have been the key," she adds. "The system clarifies for personnel what is expected of them as commercial mariners, and what they must do in order to establish the expected high standards of safety and preparedness that Mowi requires."

"The responsibilities of the production area managers/vessel managers are now clearly defined, and they will be able to establish compliance on all of their vessels by such approaches as designating a responsible person for each vessel, ensuring that their vessel operators are active in the processes and procedures, monitoring compliance, and ensuring that all activity is documented."

Cindy adds that internal audits and vessel visits will also be used as a new tool to identify how the system is working, what can be improved, and what personnel training is required.

The winter driving season in B.C. is October 1 to March 31

Conditions Change. So Should Your Speed. Slow Down.

As we all know, WINTER is coming, and the requirements for winter-rated tires on the North Island and most other highways identified are mandatory!

Black ice can be extremely hazardous and when temperatures dip below 7° the rubber in all-weather tires becomes hard and loses traction.

Anyone who travels on the North Island can see that Mowi drivers are likely some of the safest and most-prepared drivers on the road but every time that you get behind the wheel you are responsible for the safety of yourself and your passengers and we don't want to become complacent.

What controls can you put in place to improve safety?

- ✓ Ensure the vehicle is regularly inspected and well-maintained.
- ✓ Ensure your vehicle has the required emergency equipment on board.
- ✓ Make sure you have winter washer fluid and a long handled scraper.
- ✓ Bring warm clothing when travelling long distances in the winter in case of breakdown or accident.
- ✓ Check weather reports



before you leave <http://www.drivebc.ca> or call toll free 1-800-550-4997.

- ✓ Do a thorough pre-trip inspection.
- ✓ Drive to the conditions and not the speed limit! The most important PPE we all have is our BrainSafe. Use your judgment to slow down whenever conditions are less than ideal. Always reduce speed when approaching icy areas such as shaded areas, bridges and overpasses. Driving slower is safer.
- ✓ Vehicle control- steer gradually to avoid a skid. Accelerate gently, turn slowly, and brake carefully and early. Avoid quick

movements that could put you in a spin. Anticipate turns, stops, and lane changes well before they occur.

What else do you need to keep yourself safe?

- ✓ Talk to the tire experts and have them look at your tread condition and recommend the appropriate tires for the job and the commute you are doing.
- ✓ Consider purchasing a SPOT device to send messages in areas that aren't covered by cell coverage.
- ✓ Contact the safety department if you would like information on safe driver training.
- ✓ Check in with someone before you leave and when you arrive safely at your destination

For more information on safe winter driving go to the WorkSafeBC website: http://www2.worksafebc.com/Topics/RoadSafety/Winter_Driving.asp?utm_source=BCAA&utm_medium=radio&utm_campaign=shiftintowinter
Shift into winter:
<http://shiftintowinter.ca/>



Plan ahead and drive
for the conditions
Know before you go.

