

Bald Eagle Captures Global Interest



Bald eagle in the clutches of an octopus before being rescued by Mowi Canada West workers

When staff at the Mahatta West farm in Quatsino saw a bald eagle had bitten off a lot more than it could chew in December, they rescued the hungry bird from the enormous octopus it was wrestling with and captured the battle on video.

While three Mowi Canada West workers watched the phenomenal, once-in-a-lifetime encounter with their own eyes, their video has been viewed by an estimated 4.7 million viewers through YouTube, including over 3.3 million views to Mowi Canada West's YouTube channel.

Communications Manager **Chris Read** says staff "are used to seeing the wonders of nature around

them on a regular basis, but they knew that this was an unforgettable experience."

John Illet, with **Sean Ferch** driving the boat and **Mario Mendoza** filming the spectacle on his phone, were involved in the eagle rescue, and the story has captured the imagination of people everywhere, bringing a positive story about salmon farming into homes around the globe.

"I am still very shocked on how fast this blew up on social media," says Illet. "Just being shown across our country was cool enough, but after the CNN interview, it went viral across the planet."

"As for this encounter, I've seen many amazing things working on



John Illet above, and below, Sean Ferch, left, and Mario Mendoza witnessed the epic nature-battle



the water, but this is probably one of the coolest. I'm glad I got to witness this with my staff."

Numerous articles have been written by news outlets around the world, with a potential reach of over 150 million people. Media

inquiries came from Russia, Taiwan and from all over Europe. Almost all accounts mentioned Mowi Canada West by name.

The vast majority of comments about the event were positive, congratulating the crew on the rescue, although a few voiced their support for the massive octopus.

Headlines included:

"Fish farm worker saves bald eagle from octopus in northern Vancouver Island."

"Bald eagle being dragged into sea by octopus saved by salmon farmers."

And on CNN: "An octopus caught a bald eagle in a death grip. Thanks to some salmon farmers, the eagle survived."

The video can be viewed at: <https://www.youtube.com/watch?v=bn3UacbnvYo>

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Mowi Celebrates The Season

Mowi Canada West and its employees continued their tradition of holiday season generosity by donating to a number of hard working and worthy charitable causes in the communities it serves.

These photos show some of the recipients for 2019.



**Campbell River Museum
Festival of Trees**

Mowi were one of 28 companies to decorate a tree and our "Many Faces of Mowi" tree looked great! We featured pictures of as many of our nearly 600 employees as we could.



Campbell River Foodbank

We were able to provide 600 1lb portions of our salmon so that every household they supply was able to have a delicious salmon meal this festive period.



The Harvest Foodbank in Port Hardy

We provided nearly 500 1lb portions of our salmon, enough for every household they support



Campbell River Shoebox Project

Mowi's staff donated 45 shoeboxes for The Campbell River Shoebox Project.



Food donation to Second Chance Recovery House

We donated items collected at our Christmas party to the Second Chance Recovery House in Campbell River.



Elf - FREE MOVIE
-Sponsored by Mowi
Canada West

Sunday December 15 @2:30 pm

After discovering he is a human, a man raised as an elf at the North Pole decides to travel to New York City to locate his real father.

[Kid's In Mind Review](#)

Mowi Movie Night in Port McNeill

Trips to the movies at this time of year are always special. We love Christmas movies here at Mowi and it is a real pleasure to be sponsoring two Movie Nights at the Gatehouse Theatre in Port McNeill.

With 12 Donations Of Christmas



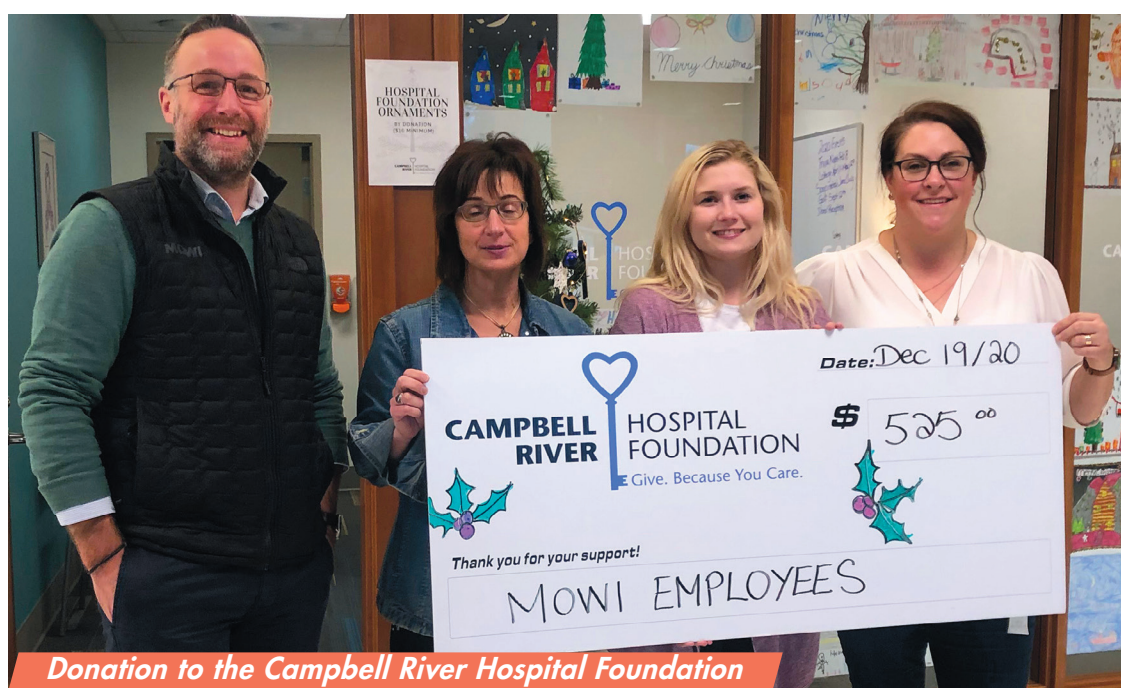
Kelsey Centre's Annual Christmas Family Party

It was great to be able to contribute to the Kelsey Centre's Annual Christmas Family Party and help to make sure it was an enjoyable event for everyone.



Port McNeill Kids in Motion Toy Drive

We were proud to support their Toy Drive this winter to help bring some festive cheer at this time of year.



Donation to the Campbell River Hospital Foundation

Sam Tomkinson, baked 625 cookies that she sold to raise money for the Campbell River Hospital Foundation. She raised a fantastic \$525!



Campbell River Rose Harbour Women's Centre

We donated items collected at our Christmas party to the Rose Harbour Women's Centre in Campbell River.



The Salvation Army Lighthouse Soup Kitchen

We donated items collected at our Christmas party to the Salvation Army Lighthouse Soup Kitchen.



**Community Christmas Dinners –
Campbell River and Port McNeill**

We have supported Community Christmas Dinners in Campbell River and Port McNeill, helping provide a tasty Christmas meal for those in need.

R. Robbins Trucking Keeps On Trucking

PORT HARDY – When the **Island Copper** mine closed in Port Hardy over two decades ago, many people chose to leave the North Island to look for work.

Rob Robbins decided to keep on trucking, and remains today, operating **R. Robbins Trucking Limited**, which primarily serves the aquaculture industry and counts **Mowi Canada West** as its largest client.

"I started in 1995 with one truck, and I was doing any trucking I could find in the north end of the island when the mine shut down and things were slowing down," Robbins recalls. "That's when the aquaculture industry started to grow. Now we have five trucks and support four families besides myself."

R. Robbins Trucking began with **Stolt Sea Farms**, which is now Mowi, and the owner says, "I've been working for the same company, with different names, since 1995. The people are the same, and most of the people I dealt with at the start are still around."

"The aquaculture industry is what's kept us alive all these years,



R. Robbins Trucking shareholders, mechanics and drivers, from left: Cody Robbins, Ben Poirier and Rob Robbins

and Mowi was and still is our main customer. They've been a good company to support our family and they've done wonderful things for our small community."

R. Robbins Trucking looks after Mowi's North Island's trucking needs, moving live product from hatcheries in Sayward to well boats to be taken out to the ocean farms.

"They keep us pretty busy doing that," Robbins says. "In winter time, we help move their live fish, and the rest of the year we bring their nets into the net stations to get cleaned, then bring them back out again."

Trucking is something Robbins always wanted to do, and was a natural choice once his 18 years at Island Copper (BHP Utah) Mine

came to an end.

"I'm one of those owner/drivers/managers all rolled into one," he says. "My son, **Cody Robbins**, is also a driver and a mechanic as well. We have to be jacks of all trade in order to survive. We not only drive, but we fix everything that we own."

R. Robbins Trucking is on Steel Road in Port Hardy.

Green Products First Choice For Mowi

When it comes to making purchasing decisions, Mowi Canada West puts the environment first.

As salmon farmers know, shift patterns often mean that employees have a second home while they are on duty. Mowi Canada West farmers will often live on site for eight days, before returning home for six days.

Understandably, it is important to maintain the same values at work that they maintain at home, thus purchasing green products is an important part of the value sets for Mowi staff. In addition to purchasing items necessary for salmon farming, the company also purchases domestic products to be used by employees when they are living on site: anything from cleaning products to coffee filters.

Until recently, there were few environmentally friendly alternatives to domestic products available to purchase on the company's Opus purchasing system. Thanks to the efforts of **Sam Tomkinson**, this has changed.

Sam took it upon herself to research and add environmentally friendly products to Mowi's purchasing system.

"I have been trying to reduce my own plastic use and generally become more conscious about my impact on the environment, so I was very happy to be involved in making this change at Canada West," Sam explains. "I am confident that this initiative will directly lead to less waste being generated on site. I'd also love to see this initiative picked up by other countries."

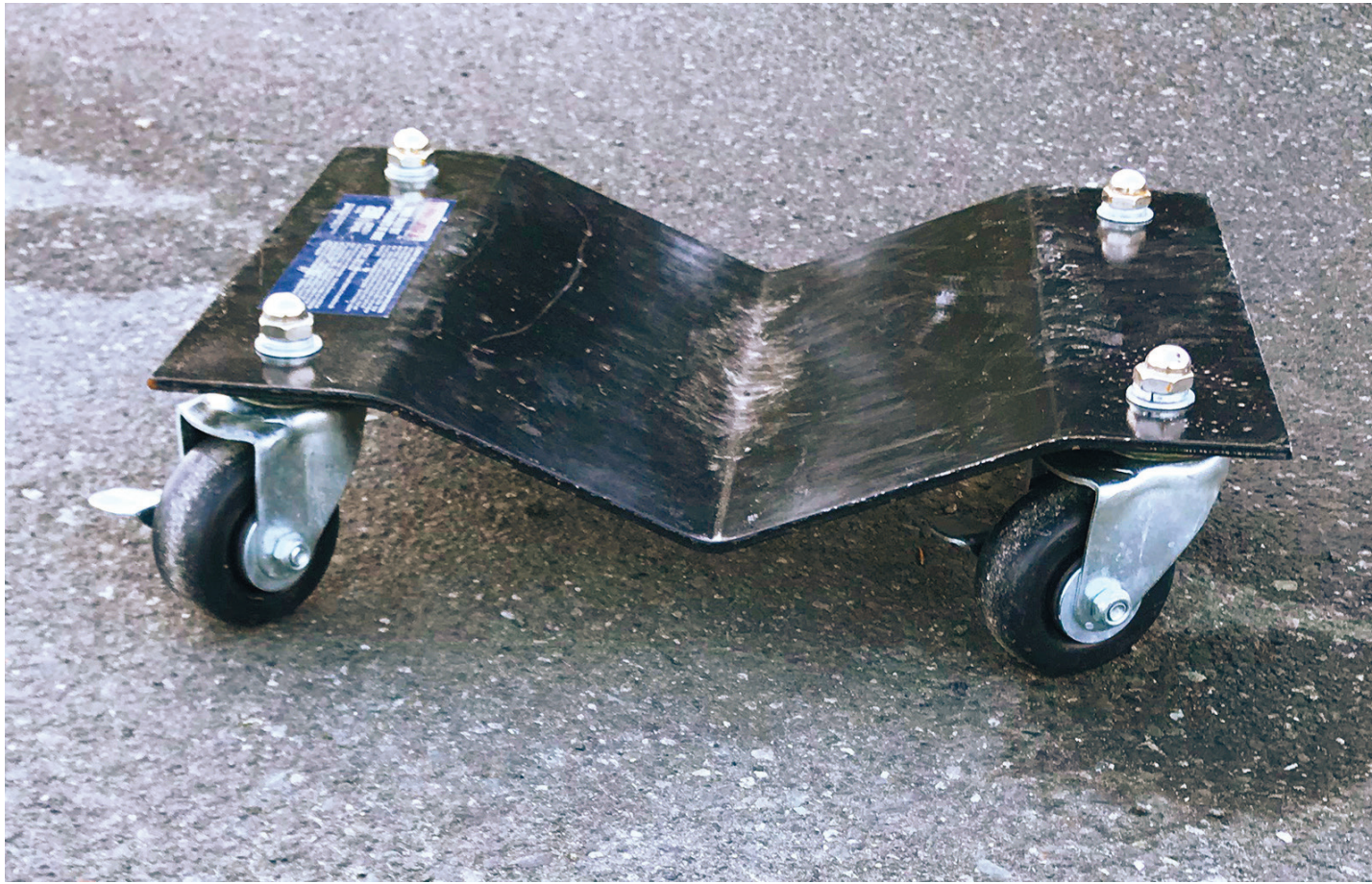
Here's a list of products which are now available as environmentally friendly alternatives:

- Dryer balls (instead of sheets).
- Mason jars (instead of Tupperware).
- Large refill sizes have been added to help stop the amount of plastic the site has to recycle.
- Environmentally friendly:
 - Toilet bowl cleaners.
 - Reusable cloths (instead of paper towels).
 - Cleaning vinegar.
 - Dish soaps and dish washer tabs.
 - Laundry detergent.



Sam Tomkinson with selected green products

Innovative Dolly System Reduces Heavy Lifting



CAMPBELL RIVER – “Well, hello, dolly. It’s so nice to see you back where you belong.”

That phrase from an old, old song could fit well today at Mowi Canada West where Fresh Water Transport Manager **Andrew Riley** has implemented a system of wheeled dollies to help employees move heavy, six-inch hose around when transporting smolts.

“I am always looking for ways to make things easier and more efficient, and therefore cut down on the chance of injuries as well,” Riley says. “I had identified how difficult it was to drag the six-inch hose around, especially after we wrapped it in net. It was a lot of work and constantly wearing holes in our protective net sock.

“I suggested trying a dolly under the hose so we bought a pair, and it worked so well that we bought another set. One person can now easily move the hose around — although we still use two people — whereas before we needed two people and it was a struggle to move the hose.”

The new dolly program has made wharf work much easier and less dangerous, decreasing chances of back injury from pulling the heavy hose around and slipping.

“I think it is a really simple, helpful idea that could be applied at a few of our hatchery sites as well,” he says.

Riley, based out of the Campbell River office, is responsible for the movement of fish from hatchery to sea, and from hatchery to hatchery.

He has been with the company since 1994, starting as a fish tech on sea sites before moving up to Assistant Manager and eventually Site Manager.

When the company started its own Brood program, Riley was heavily involved and he became Broodstock Manager for a number of years.

The dolly program is one of the innovations he has introduced to the company.

BrainSafe Refresher Courses Ready For 2020



Mowi Canada West workers engage in BrainSafe training

In 2012, Mowi Canada West began a **BrainSafe** journey to improve safety for people, reduce incidents, and embed why safety is truly important.

Over the past seven years, the company has shaped an excellent safety culture and as a result, has made tremendous achievements in safety performance along the way.

Blaine Tremblay, Mowi Health and Safety Manager, said "Our work is not done, and to support our culture moving forward, we have created a refreshed BrainSafe workshop that is updated and suited for delivery in new employee orientation, and as a refresher for site and department teams."

Shaw Point was the first to experience the refreshed BrainSafe workshop, and Manager **Brad Hallam** says "BrainSafe is a process that makes you think about all aspects of the job we do, no matter how busy you are, safety always comes first.

"This refresher course was

great for everybody, whether they've been involved in the process since the original roll-out, or are new to Mowi."

The health and safety department, along with Joint Health & Safety Committee members, will continue to bring the workshops to our operating sites in 2020.

Stay tuned!



Santa made an early stop-off in the Broughton to deliver gift boxes to the farms. They must have all been on the "Nice" List