

## A Shared Message to Ottawa

During the week of February 2, 2020, representatives of Mowi Canada West and East were among the 60 plus members of the Canadian Aquaculture Industry Alliance (CAIA) and First Nation partners who met with Members of Parliament and other government officials to discuss the importance of salmon farming in Canada, the positive impact on remote coastal communities, as well as the key role of partnerships with First Nation communities on both coasts.

**Chief Roxanne Robinson** and **Councilor Isaiah Robinson** from **Kitasoo/Xai'xais First Nation**, Councilor **Leslie Walkus** from **Gwa'sala-'Nakwaxda'wx Nation**, **Henry Walkus** and **Bob Charlie** representing **James Walkus Fishing Company** joined with **Dr. Diane Morrison**, **Sharon DeDominicis**, **Brad Rempel** and **Kenny Leslie** for the meetings. Other Mowi Canada West employees on the trip included **Jaramar Balmori-Cedeno**, **Meghan Mills** and **Tina Garlinski-Gonsky**.

Chief Roxanne Robinson and Dr. Diane Morrison were among the group that personally met with Minister **Bernadette Jordan**. During this meeting, Dr. Morrison provided Minister



From left: Dr. Diane Morrison, Minister Bernadette Jordan and Chief Roxanne Robinson in Ottawa

Jordan with the letters in support of our industry that employees, suppliers, and First Nation partners had previously written to the Prime Minister.

Our First Nation partners played a critical role in these meetings as they emphasized their support for working with companies like Mowi and other companies and industries willing to partner with them. They highlighted that in many cases salmon farming was the only steady economic activity that provided stable, good paying jobs year-round.

"Salmon farming, is a sustainable industry with a low carbon footprint that provides full time employment in coastal communities. It was a privilege to participate in these meetings with our First Nation partners", said Dr. Morrison. "Our meetings helped to demonstrate the positive impact of the partnerships between First Nation communities and the salmon farming industry. Minister Jordan and the other officials in the meetings will be involved in key decisions about our industry, and we hope that these conversations will be the first of many."

The message throughout the meetings was clear – *Canada has an amazing opportunity to lead and grow the salmon farming sector!*

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# Badinotti Helps Keep Mowi Nets Clean

Submersible cleaning technology utilized by **Badinotti Net Services Canada** (BNSC) is producing impressive net results for **Mowi Canada West**.

**Simon Proctor**, General Manager of BNSC, whose North American head office is based in Campbell River, says the company's on-site washing services utilizes a fleet of vessels and crews that use state-of-the-art cleaning equipment such as Manta, capable of being remotely operated under water by pilots on board ship.

"These state-of-the-art submersible cleaners can be flown like an underwater aeroplane and clean the nets by hovering over particular areas of the nets," Proctor explains. "Using their many waterjet nozzles, they displace the debris on the nets without actually coming in contact with it."

Badinotti is an international company that has been in business for almost 110 years, and remains under the leadership and ownership of the descendants of Giovanni Badinotti, who started the company. Headquarters are in Milan, Italy, with manufacturing plants and offices in Puerto Montt, Chile, Lima, Peru, and Slovakia. The firm has net lofts north of Campbell River and in Port Hardy.

Several BNSC employees developed the on-land and on-site washing programs, and many are still with BNSC, including Director of Land Operations Dave Hall and Director of Sea Operations **Trevor Schiele**.

"Both gentlemen played key roles in their respective areas and its development, and we are very proud of their contributions and ongoing roles at Badinotti. We are also proud of the rest of our team," Proctor states.

"In addition to the on-site washing, our net loft facility in Port Hardy receives Mowi nets and washes and disinfects them before commencing any repair they might need," Proctor adds. "The nets are then packaged and returned, ready for the next group of fish."

He notes that servicing nets on land requires a specialized skill set and knowledge base to ensure nets that weigh tonnes and are big enough to cover a soccer field, are moved, cleaned, and repaired with precision and without damage.

BNSC has become an expert



Badinotti team members Trevor Schiele, left, and Simon Proctor

at integrating equipment into one cohesive technology to make operations faster, better, more efficient, and sustainable. Some of the equipment they use in their on-site washing reduces the wear and tear on their customers' nets.

"This prolongs the net's life, which improves the return on investment on our customers' investment in nets, as well helping to assure the containment of their net's precious cargo," he adds.

The on-site washing program's success is due to a total team effort, including highly trained technical personnel who maintain the boats and the cleaning equipment, the crews who operate the boats and the Mantas, as well as the support staff who arrange the schedules, the fuel re-supply, rations, and land transport.

"It also includes the fantastic support we get from Mowi staff at the fish farms as well as the Mowi

offices in Campbell River and Port Hardy," Proctor adds. "It's a big job and we are proud of our association with customers like Mowi."

BNSC employs 130 people from Campbell River to Port Hardy.

"They are proud of their work, helping to support a vibrant, growing and sustainable aquaculture industry in the North Island, which in turn helps support their families, local businesses, and communities," Proctor notes.

# Mowi Helps The Show Go On At Gate House Theatre

**P**ORT MCNEILL - "The show must go on" is a familiar refrain at any theatre.

The **Gate House Theatre** in Port McNeill is no different, as the facility has become the centre of the North Island's arts community.

**Gord Oppen**, a member of the Theatre's Board of Directors and Technical Director, makes it clear that the support of **Mowi** has been instrumental in the facility's success.

"Mowi has been a supportive partner of the Gate House Theatre from the very beginning, and helped us obtain our current large screen projector," Gord says.

"Over this past Christmas season, we were fortunate to host 'Movie night with Mowi', as all ticket costs were donated by Mowi.



**Gord Oppen of the Gate House Theatre in Port McNeill**

"It was well received and much appreciated," he notes, adding the North Island has been subjected to a protracted labour dispute in the forestry sector. "These family nights

at the movies came at exactly the right time."

**Terry Ruth Eissfeldt** started the theatre in 2011, and it serves a population of approximately 12,000 North Island residents, delivering several stage productions throughout the year, as well as dance recitals and a second release movie weekly.

All the seats and the lobby were updated last year, and handicap and accessibility upgrades were made to allow for wheelchair access and washrooms. Oppen says Mowi has been a valued partner in helping the theatre, a non-profit society, expand its contribution to the community.

"This past summer we partnered with Mowi to deliver the Mowi

salmon barbecue during our annual **Orcafest Festival**," he says.

"The proceeds of that event went directly to our renovations and played a critical part in getting all upgrades completed."

Oppen knows the Theatre is well received.

"Our youth programs help promote an opportunity for children of all ages to get their first taste of acting and performing," he says. "For many, it is a liberating and empowering opportunity to express themselves in a way that only a local theatre can provide.

"We are exceedingly proud of what we have accomplished with dedicated volunteers and the generous support of our local business leaders like Mowi."

## Increasing Efficiency in Mowi's Processing Systems

**M**3 consultants from Sweden, Iceland, the United States, and Canada met together in Surrey February 3-7 to correct and improve some of the processes at Port Hardy Primary Processing Plant (PHPP) and VAP Surrey.

Systems Administrator **Jeremy Hoover** says the gathering was effective in identifying improvements concerning recording the numbers of fish being processed and how Mowi's final product is reported and is made ready for the company's sales department.

Companies represented included Elvenite, CodelT and Marel.

"The overall results will not be completely noticed immediately as the changes to the processes affects not only Processing and Sales, but also the Finance department and how the fish being processed and the final product is reported to M3," Hoover says. "But currently with the changes and results implemented, we can already see that the processes are more streamlined at the plant.

"In addition to these upgrades, real-time sales is just around the corner which will position Mowi well as there is growth on the consumer products side of the business."

The workshop included developing Advanced Shipping Notices at VAP Surrey, reporting of how may



**Attendees participated actively in the Surrey conference**

boxes are on a pallet and how many pallets are on a shipment, the nominal weights when a box is re-created, and the creation of another warehouse within Mowi's M3 system.

"These were issues that were discovered after M3 was implemented in May 2019," he says, adding, "We managed to work through these issues, which was time consuming, but in the end, this workshop will prevent a lot of additional hours at each month-end."

Hoover has been with Mowi Canada West since 2014 as an IT Systems Administrator based out of Campbell River, supporting PHPP, Klemtu Primary Processing Plant, and VAP Surrey Secondary Processing Plant.

The development of the workshop was a joint effort between Mowi's

IT department and the consultants, and was a timely exercise after running M3 for nearly 10 months. It was time to re-examine the processes and try to make the processes more user-friendly, and the reporting more streamlined.

Hoover notes VAP Surrey is already seeing a progressive change with the ease of their internal processes and the flow of day to day tasks.

"This includes how finance notices the consumption of raw material in M3 and how it is consumed across each production order," he adds. "In addition, they also see a change in how their final product is reported to M3 and how it flows into their new M3 warehouse."

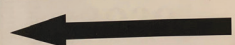
Plant Manager **Jason Swanson** states, "VAP Surrey employees can now assign incoming products

to final products, which is critical to the traceability infrastructure. The hope is to also simplify the process which will make reporting much more efficient."

### Today's Events

#### The Fish Geek Conference 2020

February 4, 2020  
8:00am-4:00pm  
**Hampton A**



#### Comap

February 4, 2020  
8:00am-5:00pm  
**Hampton B**

# Mohammed Ahmed Keeps 'Buy Local' A Mowi Priority

"**B**uying local" is important to Mowi Canada West, and Category **Manager Mohammed Shoaib Ahmed** is one of the people whose job it is to make sure that happens when procuring goods and services for the firm.

"The procurement team works with everyone on the farms, plants, hatcheries, warehouses, and the office in Campbell River, and we help to strategically source the products and services required by our end-users locally, from vendors across the globe and the First Nations groups," he says.

A graduate from Vancouver Island University, Mohammed has been with Mowi's Campbell River office for the past six months. Prior to Mowi, he completed a four-month project: a cost-benefit analysis on



**Category Manager Mohammed Shoaib Ahmed**

sustainably managing seafood waste with **Grieg Seafood BC Ltd.** as part of his MBA internship. It explored the implications of implementing the Norwegian model in BC. Mohammed fell in love with Campbell River during his internship.

"Although I was flexible to move to any part of the country for a job, I wanted to be in this place because of the beauty here, the people, and the lack of road traffic," he says, adding he came from Bangalore, India – with perhaps the worst traffic in the world.

"After my internship, I got an interview opportunity at Mowi, and I could see the job help me grow in the supply chain industry and also facilitate me to start paying my student debt and support my family back home," he says. "I think I did well at the interview and they liked me! Here I am, doing what I love doing most: procurement."

He found the graduation ceremony at VIU to be very meaningful.

"It was a great event! Since the university is located on the traditional territory of the Coast Salish People,

we were greeted and congratulated by the elders of the community," he says. "It was refreshing to know some of the history! It was a wonderful ceremony, with a lot of laughter, good food, and got some nice pictures with professors and peers from the class. It would have been a lot nicer if my family had come from India."

Outside of work, Mohammed loves boxing, which he does a little with friends in Campbell River, some of whom are colleagues from Mowi. He is also a part of community building in town, as an Islamic Centre was formed to bring the Muslim community together.

"This is really good for people who have come here from all over the globe; people who miss home a little and would like to be connected with their culture," he notes.

## Getting active with Fitbruary!



**Healthy snacks were provided to team members during Fitbruary, who took part in numerous activities, including spin classes**

**E**mployees in the Campbell River office received a challenge for February. To help them shake off the winter blues and any holiday indulgences, they held a 'Fitbruary' challenge. To take part, they tracked their physical activity for the whole month for the chance to win weekly prizes. The activity could be anything from walking, running, skiing or snowboarding, spin class, martial arts – anything active would do.

Every day, an activity for over 30 minutes equalled one entry into the weekly prize draw. The more active

days that were accumulated, the greater the chance of winning. As well as the weekly draw, there were prizes on offer for the top three people with the most active days in the month.

Throughout the month, healthy lunches and snacks were provided in the office to keep motivation high. There was also a chance to get involved in some group activity; a weekly spin class was held at Session Taproom Kitchen & Spin. Here novice and experienced spinners alike burned calories in the high energy environment of the Spin studio.

32 people entered the challenge and submitted their results each week. Over the course of February they collectively achieved nearly 700 active days and nearly 40,000 minutes of activity, which is a great result. Many thanks to the Wellness Committee for organising this; it was a great way to get some healthy momentum for the year.

\*\*At the point of publication, participants' active days were still in the process of being submitted for the remainder of February and the winners had not yet been announced.



# BrainSafe Keeps Workplace Safety Top of Mind



Safety First, the team at Port Hardy Processing Plant, really enjoyed the training in BrainSafe

Think safety first.

That's the goal of Mowi Canada West's BrainSafe Workshops, and it's been the job of Facilitator Mike Strasdine, the Health and Safety representative at the Port Hardy Processing Plant to remind employees about the program, as he presents refresher courses.

"Most people were really receptive to the refresher," says Strasdine. "The program runs best when everyone is engaged and people can really share their experiences. I believe they also understood that the push for safety is company-wide and starts at the top."

Strasdine began introducing the refresher course at PHPP in February.

"It was a rewarding experience. It gave me the opportunity to share my experience with people of getting injured at work and really let them know how important it is to think and work safely," he says.

"I think BrainSafe has made a massive change in our company since it was introduced back in

2012. It gets people thinking about what is important in life and gives them the tools to work safely and to achieve that."

He has been with Mowi Canada West for 10 years, and is the PHPP Cooler/Outside Supervisor, meaning he looks after all logistics for the plant, runs the shipping crew, and provides training on mobile equipment. He recently became Co-chair of the processing plant's Joint Health and Safety Committee.

"I was asked to take up the role of BrainSafe facilitator to help the safety team give a refresher to employees here at the plant and help the safety culture grow," Strasdine says. "This project will help me grow by making me more comfortable speaking in front of bigger groups of people and gives me insight into other aspects of the company."

And he is a firm believer in BrainSafe.

"We all should be working safely and have the courage to speak up if things seem unsafe," he adds.



Mike Strasdine is the BrainSafe Workshop Facilitator

# Hazard Identification Applied To Manual Handling

**W**ell-designed workplaces and **Manual Materials Handling (MMH)** tasks allow people to not only work more safely, with less chance of experiencing a MMH-related injury, but they also allow work to be performed more effectively, efficiently, and productively.

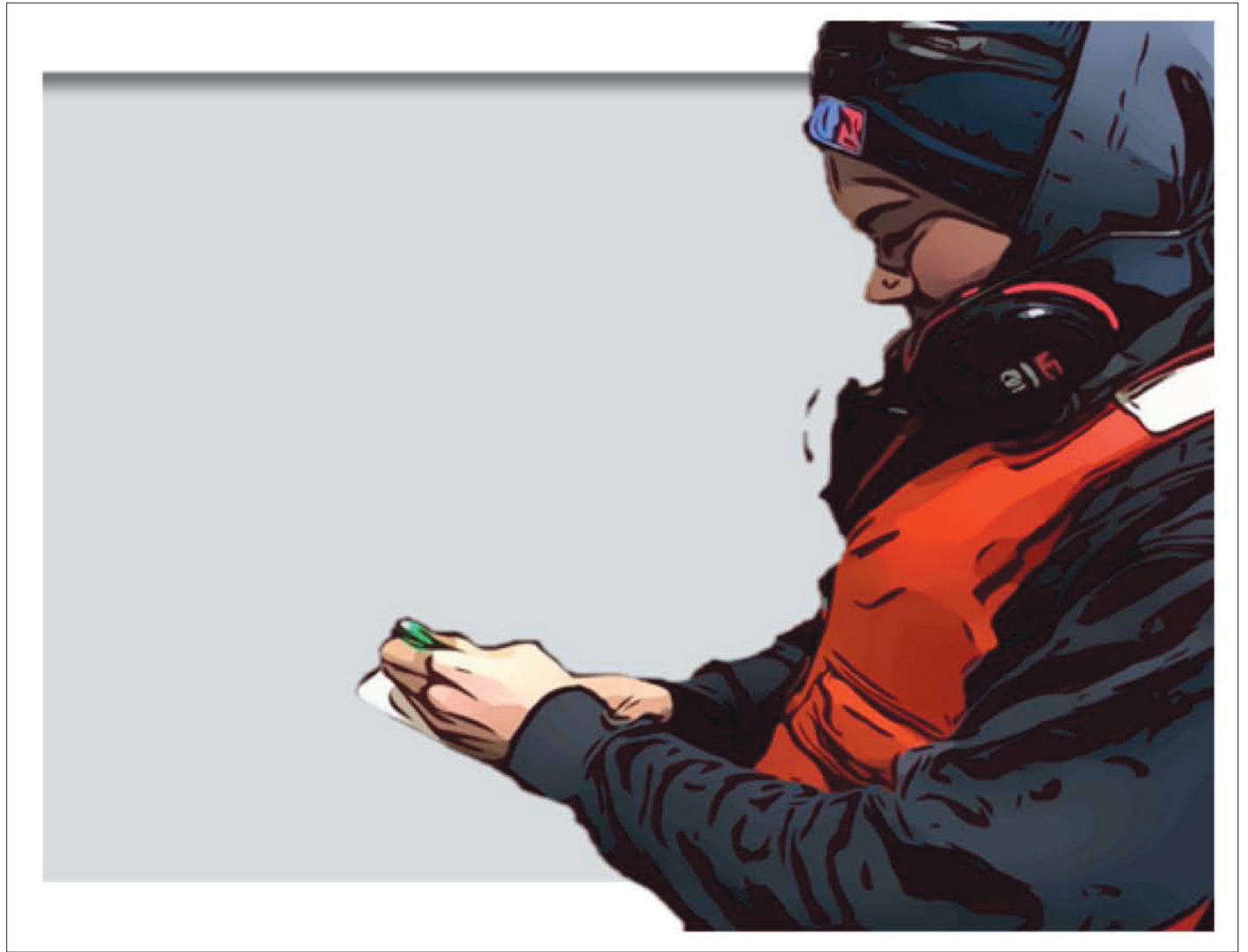
When looking to solve problems related to MMH and prevent MMH-related injuries, involve everyone in a creative and open process. This will result in the development of effective and often low-cost solutions that will help to improve the health and well-being of all workers and the overall organization.

Design and behavioral related hazards that are associated with MMH are found in most workplaces.

MMH tasks are those activities that require you to use your muscle power to move things. Although workers may be aware of the ergonomic issues associated, they may overlook the hazards that exist in the combination of physically handling objects, and then moving the objects from one place to another.

## Design-related hazards can be due to:

- The physical design, set-up or layout of the work area,
- workstation and/or the equipment needed to perform the manual materials handling task(s).
- The design of the workplace



environment including lighting, temperature, noise, layout.

- The design of the organization including such things as workload, postural variety, opportunities for recovery, and work methods.
- New and young workers, trainees or complacent workers may simply be unaware of environment aspects that pose a risk. Transitioning carts over pipes, taking tools up a ladder, stepping across gaps and even confined space entry could all pose serious risks if employees are not instructed, made aware or reminded regularly.

## Behavioral-related hazards can be due to:

- Workload, time crunches, unreasonable deadlines and undesirable work habits can contribute to rushing and contribute to the inability to comprehend physical hazards

that are associated with the pathway to completing tasks.

- Workers may not be trained appropriately and even when performing Eye-Checks, it's often the case that workers look at the start and end of a task and miss the hazards associated in between.
- The Health & Safety Department is encouraging you to pull out the Eye-Check Book and analyze common MMH tasks in line with this topic, for example:
- The risks associated with the work environment.
- The risks associated with the path to your destination.
- The hazards associated with carrying tools and equipment.
- Implementing controls for gaps, ladders and transition areas such as feed pipes and curbs.
- Utilizing teamwork to carry through doors, down walkways and handling freight.