

Protecting employees producing essential food during the pandemic

The Mowi Canada West team is pulling together to manage the COVID-19 pandemic, prioritizing keeping employees safe at the workplaces where they are producing food essential to Canada's response to this unprecedented health challenge.

The Province listed aquaculture as an essential service on March 26 – along with healthcare provision and other food production sectors.

"We have made more than 50 changes to operations and procedures since introducing our first policy for managing the threat COVID-19 poses February 27. It seems like a long time ago," said **Dean Dobrinsky**, Mowi Canada West's HR Director. Dobrinsky is coordinating the Company's pandemic response, and has been sending out regular updates to all staff by email. "We take the province's designation of aquaculture as an essential service during this emergency as a serious responsibility. Our commitment to employees is that we will be innovative and decisive in keeping you safe while you do that essential work, and that we will keep you informed every step of the way."

In an email to all staff, Mowi Canada West Managing Director **Dr. Diane Morrison** had a similar message. "Most important to me, above all else, is the safety and well-being of each and every one of you," she wrote. "Your teams are coming together and changing long held practices to reduce exposure potentials. These actions are impressive and speak to your



Working together, but at a safe distance.

commitment. These efforts give us our best chance to stay safe and healthy, protect our families and community, and continue to provide a vital food product."

To date, Mowi Canada West has implemented changes including:

- Supporting the Kistasoo / Xai'xais decision to isolate the community in Klemtu at this time. Mowi has halted production at the Klemtu plant and all site staff are flying in directly,

in respect of the travel ban in place. Mowi is providing employees in the community with support during this time;

- Wage increase for all staff who are leaving home to work at our essential freshwater and seawater production sites and processing facilities;
- Suspending all non-essential visits to farms and processing sites to protect staff working there;

- Temporarily altering camp schedules to two weeks on, two weeks off to minimize contact during transportation;
- Adding additional water taxis, trucks, and pool vehicles to isolate staff who have been working and traveling together, ensuring distance from other shifts;
- Working with contractors providing essential services to ensure they are also adopting strong measures and to coordinate social distancing and cleaning when they make necessary farm visits;
- Enhancing existing bio-security measures at all sites, and providing staff with protective equipment;
- Asking staff at sites to practice social distancing, stagger breaks, and to clean and disinfect their sites daily;
- All staff not required at a site have been asked to work from home;
- Providing all employees, their families, and contractors with resources and information about maintaining strong mental health and physical hygiene while at home.

"We know these measures are challenging and disruptive," Dobrinsky said. "They are, however, necessary. We are grateful for everyone's efforts, and look forward to shaking all your hands and properly expressing our gratitude when we have come through the other side of this pandemic."

INSIDE THIS ISSUE



NEW ADDITION TO MANAGEMENT
Dave Pashley joins Senior Management Team

Page 3



UNDERWATER TECHNOLOGY
Alphabet X spells new solutions

Page 4



TIPS FROM AN ASTRONAUT
Managing time in self isolation

Page 5



Norman Napoleon, Director of Community Partnerships.

New Director of Community Partnerships

Mowi Canada West has a new Director of Community Partnerships.

Norman Napoleon started in the position March 2, and his goal is to strengthen relationships in the communities in which Mowi operates.

"In order for Mowi to continue to grow, it is essential that our relationships with Indigenous communities also grow," he says.

Before coming to Mowi, he served as Indigenous Relationship Liaison with **Canfor**, and prior to that, he spent seven years with the **B.C. Oil and Gas Commission**. The last three years there, he developed

an aboriginal liaison program and spent time working with the government and communities implementing and growing the program.

A self-described "gym rat," Norman works out six days a week and competes in Men's Physique, and has represented British Columbia at the national level.

"I am planning to compete again this year if things work out, but things are changing quickly now so time will tell if that happens," he notes. "I also love the outdoors. I hunt, fish, hike, kayak and canoe – I do anything that gets me outside enjoying mother nature."



REDUCE THE SPREAD OF COVID-19. WASH YOUR HANDS.



1

Wet hands with warm water



2

Apply soap



3

For at least 20 seconds, make sure to wash:



4

Rinse well



5

Dry hands well with paper towel



6

Turn off tap using paper towel



palm and back of each hand



between fingers



under nails



thumbs

1-833-784-4397

@canada.ca/coronavirus

phac.info.aspc@canada.ca



Public Health
Agency of Canada

Agence de la santé
publique du Canada

Canada

Dave Pashley Rejoins Mowi Team



Dave Pashley, Director of Processing.

Dave Pashley has joined the Senior Management Team at **Mowi Canada West** as the Director of Processing, effective February 25.

"I am looking forward to contributing to the success of Mowi Canada West by bringing my experience and knowledge to the company," Pashley says. "I'm looking forward to reconnecting with people I have enjoyed working with over the years and getting back to a company that lives its vision and values every day."

"I really like digging into how things work, and how I might be able to implement innovation

and technology into a processing flow with Mowi."

Pashley arrives with an extensive resume. He spent 10 years as General Manager of **Englewood Packing Company**, a custom processing plant in Beaver Cove near Port McNeill, which was a joint venture with **Stolt Sea Farms**.

He also was Plant Manager and Processing Director for **Marine Harvest** in Port Hardy in Campbell River for seven years.

"I started as plant manager then became Processing Director responsible for all Marine Harvest's processing operations

in Western Canada," he notes. "During those years, we re-built and re-designed the entire processing area, introduced robotics, and improved hygiene processes."

Prior to that, he was Vice President of Operations and Capital Projects for **Champion Petfoods** in Edmonton, responsible for all processing operations and major capital projects and ensuring that processing capacity didn't hinder growth.

Pashley has several hobbies, including travel, camping, reading and watching his grandson play hockey.

How To Succeed While Working Remotely

In an article titled: **"How To Succeed When Working Remotely"** on www.crewmarketingpartners.com, author **Sujian Unger** provides some valuable tips for those working on their own for the first time:

- **Accessibility** – Make sure you're accessible to your team, manager and clients as much as possible. Leverage your company's chosen communication platform to check in with your team throughout the day. Respond to emails as promptly as possible and answer calls when not in meetings.
- **Socialize** – Go out of your way to add informal communication to your day. Conversation helps maintain and even build relationships while working remotely. Take a minute at the beginning of your meetings to connect on how everyone's day is going and try to facilitate a sense of community out-of-office.
- **Video Meetings** – Conduct all meetings through video when possible. It adds another layer of connection to your discussion and can help coworkers feel like you are more accessible. Frequent video meetings can also help break up your work schedule, so you don't feel so isolated or weary of one pace.
- **Accountability** – If you feel disconnected from your coworkers or manager, take a minute to run through what you've been working on in your next meeting. Keep it brief but offer some insight into where you are investing your time. It also helps to add points of struggle and little wins, so they can provide support and celebrate what you've accomplished.
- **Build A Routine** – Depending on your responsibilities and location, achieving a healthy work-life balance can take even more effort when you work from home.
- **Build A Schedule For Your Day Before It Starts** – By knowing ahead of time when to take breaks and when to focus on specific projects, it will make the day more manageable while providing clear guidelines for when to focus and when to walk away.
- **Build Activity Into Your Routine** – You need to feel refreshed and at ease if you want to focus for long periods of time. Activity can help calm you down, reduce work anxiety and provide a sense of balance.
- **Work/Life Separation** – As much as possible, create a workspace separate from your living space. If you don't have private space, then choose an optimal spot for productivity and set time aside for set-up and take-down of that space. When it's time to end work for the day, turn off your computer, close the door and walk away. Even if it means coming back for a scheduled wrap-up in the evening, take time to intentionally walk away.
- **Set-Up Your Tech** – To work seamlessly, you need the proper tools to be effective. Before packing up at the office, make sure you

have everything you need to do your job well. Take a minute to connect with your IT department/team to ensure you have server access and you know how to contact them if you have any issues. Collaborating online has never been easier.

"At the end of the day, communication and structure are the friends you need right now," Unger states. "Ultimately embrace this challenge as an opportunity to become the employee or entrepreneur who can succeed from any location."

World Health Organization

Coping with stress during the 2019-nCoV outbreak

It is normal to feel sad, stressed, confused, scared or angry during a crisis.

Talking to people you trust can help. Contact your friends and family.

If you must stay at home, maintain a healthy lifestyle - including proper diet, sleep, exercise and social contacts with loved ones at home and by email and phone with other family and friends.

Don't use smoking, alcohol or other drugs to deal with your emotions.

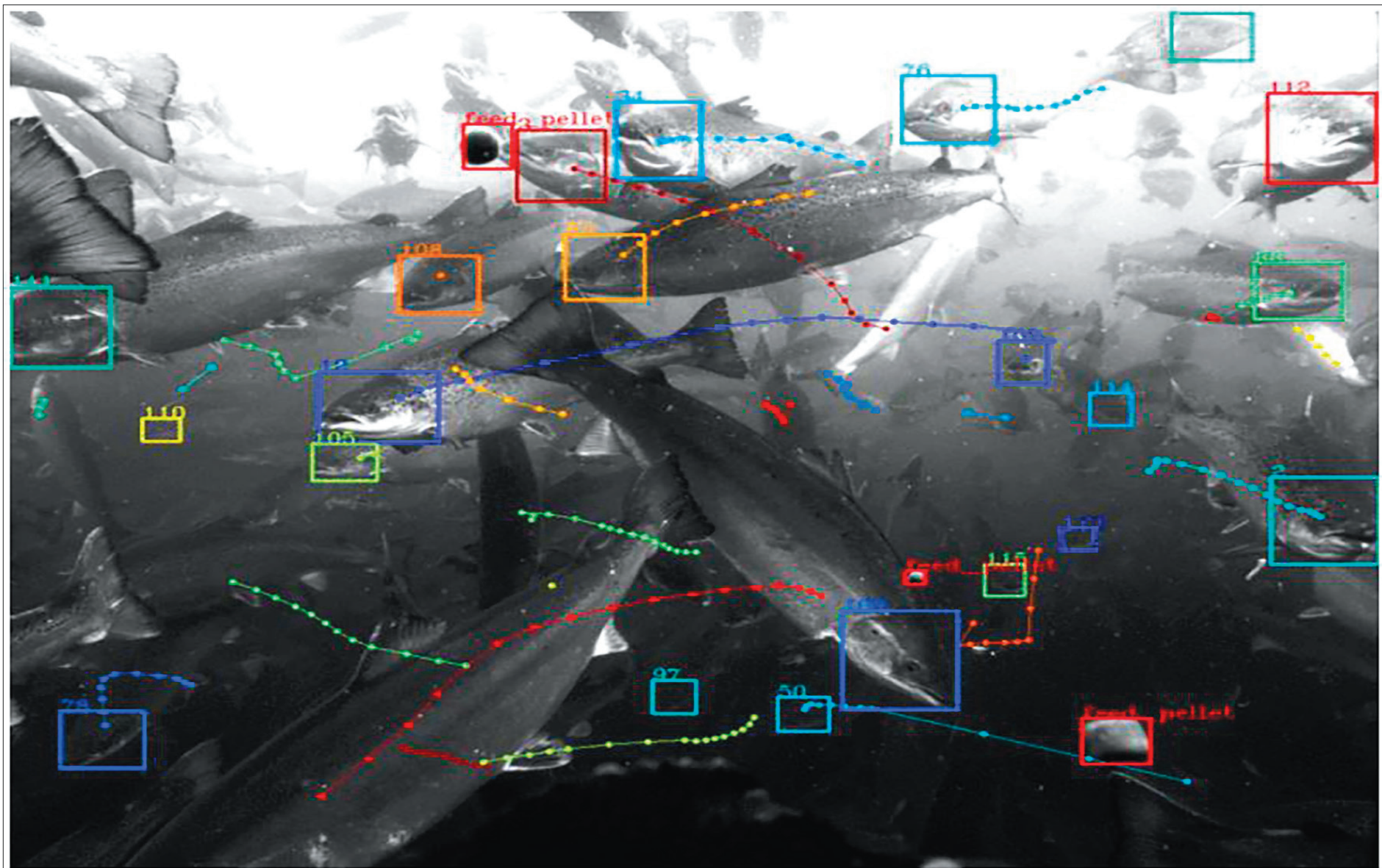
If you feel overwhelmed, talk to a health worker or counsellor. Have a plan, where to go to and how to seek help for physical and mental health needs if required.

Get the facts. Gather information that will help you accurately determine your risk so that you can take reasonable precautions. Find a credible source you can trust such as WHO website or, a local or state public health agency.

Limit worry and agitation by lessening the time you and your family spend watching or listening to media coverage that you perceive as upsetting.

Draw on skills you have used in the past that have helped you to manage previous life's adversities and use those skills to help you manage your emotions during the challenging time of this outbreak.

Testing Tidal Technology: To Make Salmon Farming More Sustainable



A screen shot of how the new sensing system identifies underwater activity

Mowi has been researching and testing a new underwater sensing system developed by **Tidal** at **Alphabet's X** in Norway over the past three years.

After an extensive research and development period involving field testing and data collection, the project is now ready for commercial validation and Mowi will be rolling out the technology to multiple sites across Norway.

Tidal has been developing the advanced underwater sensing and software analysis platform that gathers intelligence on real-time growth, weight distribution, feeding control, and automatic lice counting for salmon.

Using a combination of new camera technology as well as machine learning and machine perception, Tidal's system is able to track and model fish behaviours,

environmental conditions, and the health of salmon over time.

"Mowi's vision is to be leading the Blue Revolution," notes Mowi CEO **Ian Vindheim**. "As the biggest salmon farmer in the world we have a special responsibility to engage in the development of technology to improve our competitive advantage and to optimise our farming of healthy and sustainable food from the ocean. Thus, it is very encouraging to work with Tidal to further develop ocean farming technology."

Tidal's technology brings multiple capabilities into a single hardware and software platform and provides farmers with real-time information so that they can confidently manage their daily operations.

Tidal General Manager **Neil Dave** adds that "Tidal's mission is to protect the ocean and preserve its ability to support life and help

feed humanity, sustainably. Our initial area of focus is on developing technologies that bring greater visibility and understanding of what's happening under the water."

After spending lots of time out on the water, Dave notes that Tidal's underwater camera system and a set of machine perception tools can detect and interpret fish behaviors not visible to the human eye.

Their software can track and monitor thousands of individual fish over time, observe and log fish behaviors like eating, and collect environmental information like temperature and oxygen levels.

"This kind of information gives farmers the ability to track the health of their fish and make smarter decisions about how to manage the pens — like how much food to put in the pens, which we hope can help reduce both costs and

pollution," Dave stated on his blog.

By employing artificial intelligence to analyse big data, Mowi hopes to understand and respond to long-term trends in fish behaviour and thereby further optimise ocean farming.

"With a combined vision to fully realise the potential of our seas for sustainable food production, our Research and Development department collaborated with the Tidal team as they developed their underwater sensing and analysis platform," states Mowi CTO **Oyvind Oaland**. "This is the start of a journey towards finding new and innovative uses of technology throughout our value chain in the years to come."

Dave adds: "We are delighted to be working with Mowi to provide tools that we hope can help Mowi make their operations more sustainable."

Working In Self-Isolation: Tips To Survive And Thrive



Canadian astronaut, Chris Hadfield

You look around to talk to a colleague, and there are none to be found.

Who can you have coffee with? Yourself... again?

Or, you're working remotely, in your home office, connecting with other employees via telephone and/or video.

Such is life these days as Mowik Canada West has many of its

workers practicing self-isolation, to stop the spread, or flatten the curve of the spread of the COVID-19 virus.

Everyone hopes this will soon pass, but in the meantime, how do we cope with working on our own, and the various challenges that presents?

Perhaps some tips from Canadian astronaut **Chris Hadfield**

can be helpful. Hadfield knows all about working in isolation as the former commander of the **International Space Station** in outer space.

This week on CTV News Ottawa's Morning Live program, he shared four things astronauts keep in mind during their missions.

1. Know the risk.

Hadfield states there's a

difference between fear and danger, and obtaining information from credible sources about the risks facing yourself, your family, and your friends is very important.

"It's what might happen that is scary, but once you actually dig into it, you can become like an expert and then you can do the correct things and be a lot more logical and calm about dealing with it," he says.

2. Know your mission.

Hadfield points out it's important to have clear objectives for the day, week, and month, so we know what we want to get done.

"Shave. Learn the chords to 'Stairway to Heaven'. Call your Aunt Ethel and get her to actually show you how to make those muffins. Something that takes a little time, something you've been meaning to do, but you never had a chance to do," he adds.

3. Know your constraints.

Every person is facing their own unique set of circumstances, so have a plan that works within any possible constraints you've identified.

"Who's telling you what you need to do? What financial resources do you have? What are your obligations?" are good questions to ask, he says.

4. Take action!

"Do something," he suggests, "even if they're different. Start a new project, learn to play guitar, write, create... Just don't let lethargy and passivity take control."

"Give yourself something to accomplish every day," he suggests. "Actually go and do one of the things on your list of stuff to get done."

He shared that, while on the space ship, they were active from six in the morning until eleven at night.

"At the end of the day, you're exhausted, but you look back and go, 'Wow! That was a great day! I got a whole bunch of stuff done!' Don't let this thing direct your life. Direct your own life," he states.

Upper Island Counselling Available For Mowi Family

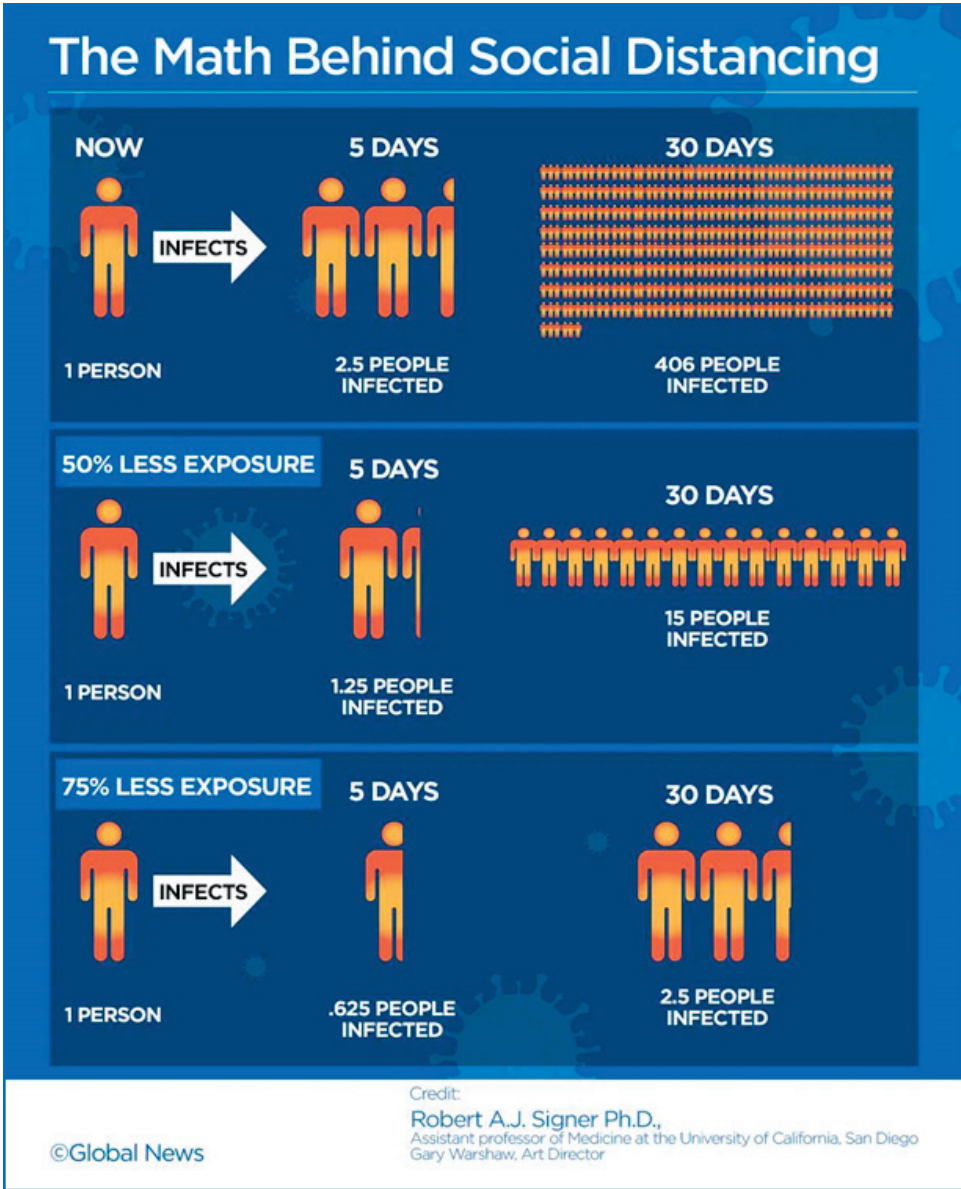
Upper Island Counselling services have been made available through an Employee Family Assistance plan paid for by Mowi Canada West that is available for all staff, spouses, and dependents. Claims and Benefits Coordinator **Michelle Larochelle**, confirms "There is no fee for this service to our employees. There isn't a limit to how many times they or their family get counselling, and it is completely confidential. Mowi does not have any information pertaining to who or why people are using this service." Counselling can be

done through Skype, Zoom or over the phone. Their website: www.uics.ca contains information about the types of assistance that can be accessed. **Kelsi Baine**, Executive Director of UIC, says they will be providing information on coping with COVID 19, which will be specifically relevant to this situation, including how to reduce the negative impacts on health and wellness. Baine adds that all of their counsellors have transitioned to working from a home-based office and remain available for clients. "I'm pleased to report that many clients have accepted the new

means of communication with very few questions or concerns," she notes. "We will continue with this form of service delivery in the weeks to come, until the health organizations give notice that it is once again safe to have in-person sessions." UIC will be updating its Facebook pages regularly pertaining to the ongoing situation. The **Canadian Mental Health Association** has also put together an informative article concerning how to deal with anxiety during these unprecedented times: <https://www.heretohelp.bc.ca/infosheet/covid-19-and-anxiety>



Enhanced hygiene measures at all sites are keeping staff safe.



Staggering meal times and keeping separate in communal areas, reduces the chance of disease transfer.