

Food Banks Benefit From Salmon Donations

Campbell River and Port Hardy food banks have been keeping up with demand during the COVID-19 pandemic thanks to a helping hand from Mowi Canada West.

The company has contributed over 10,000 pounds of frozen Atlantic salmon fillets since the end of March, which was the subject of a recent story in the *Campbell River Mirror* newspaper.

Campbell River Food Bank Manager **Debbie Willis** was pleased to note the latest donation included a new product, salmon jerky, a recent addition to the weekly donations.

Mowi Canada West Communications Manager **Chris Read** said feedback from the food banks indicating a shelf-stable product would be welcome by food bank recipients spurred the idea to expand the contribution to include salmon jerky.

"Since some people may not know how to properly prepare frozen salmon, or even have the means to cook it, the jerky variation is useful," Read told the *Mirror*.

Diane Morrison, Managing Director of Mowi Canada West, was at the Food Bank for the arrival of the salmon jerky and noted "It's nice to be able to give back."

The Food Bank in Campbell



Dr. Diane Morrison and Chris Read present salmon portions and salmon jerky to Campbell River Food bank Manager Debbie Willis. Photo from the Campbell River Mirror.

River, the larger of the two towns, receives about 600 pounds of salmon weekly. The Campbellton warehouse accepts donations, sorts them and distributes food items to around 2,000 recipients each month.

The Harvest Foodbank in Port Hardy receives about 400 pounds of salmon weekly and distributes it to households across north Vancouver Island. Manager **Andy Cornell** has been

pleased to receive the regular donations.

"People who've always worked and supported themselves, all of a sudden they are finding it hard to make ends meet," he said. "The donations we have received from Mowi have made a big difference to what we can provide to the households who need it most. Port Hardy is a small community, the more we pull together, the better a community we will

have for all of us. Mowi is a big part of this community."

Read states that the pandemic has shone the light on the importance of food security to communities, particularly on Vancouver Island.

"Food banks and soup kitchens in our community play such an important role at typical times, and that has only increased now," he says. "We feel a sense of responsibility to be part of the solution by stepping up and

providing what help we can – in our case, salmon. We will continue doing whatever it takes to help our communities through this unprecedented time."

Other food banks on Vancouver Island will also receive some of the salmon jerky for distribution, as Willis set up a network to share with down-Island operations in June, and she anticipates that close to a dozen food banks will benefit from the donations.

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Sharon DeDominicis Retires After 20 Years With Mowi

After an incredible 20 years with Mowi Canada West, **Sharon DeDominicis**, the Director of Regulatory Compliance and Certification, has decided to move into retirement.

As a registered professional biologist, Sharon (RPBio, MBA) has led the company on issues related to environmental sustainability and certification. It has been her responsibility to engage with the science community, regulators, ENGO's, certification bodies and First Nation communities to further the understanding of the environmental footprint of aquaculture, as well as how to improve aquaculture management.

Sharon started with Mowi three months after the Environmental Department started in 2000.

"Clare Backman hired me to work with Dr. Kenn Brooks from Port Townsend, Washington to monitor fish farms and the surrounding environment," she recalls. "As you can imagine, being one of the first to monitor, research and understand a brand new sector is a dream come true for any biologist."

"Since that time our little department has grown to nine people, millions of data points have been collected, we have a solid understanding of our environmental footprint, we've shifted production to the most sustainable locations, added many new farms to our business unit, developed relationships with our First Nations partners, developed certification programs, expanded into a GIS database system and worked our way through many new laws/regulations and political challenges. We were the first company in North America to achieve the challenging Aquaculture Stewardship Council (ASC) standard at one of our sites. Now the culture of meeting the tough sustainability requirements of external standards like ASC, has become embedded in the company."

Sharon notes that the science is so new, they are still discovering



Sharon taking samples from the seabed with Ed Fellbaum

"Sharon was a driving force behind gaining ASC certification at our sites. I will truly miss her insights, her energy, and her ability to laugh in the midst of great challenges."

Diane Morrison

new species, including a new worm found in Klemtu.

Her job has enabled her to travel throughout the world, to Mowi business units in Norway, Scotland, Ireland and Newfoundland, as well as to New Zealand, Germany, Austria, Switzerland and the USA,. She has also been able to study First Nation culture in New Zealand and in Canada, including making drums in Klemtu for the 20th anniversary with the Kitsoo Xai'xais, dancing in the

Big House and staying at Spirit Bear Lodge.

Particularly rewarding was being able to see new sites at Hope Island and Klemtu. Also, following six years of engagement with Canadian environmental groups, culminating in collaboration on sea lice monitoring and research. "Seeing sustainability objectives of advanced RAS (Dalrymple and Big Tree Creek) come to fruition, along with marine reconstruction of a reef at Englewood and

eelgrass beds in Klemtu, and later solar panels being installed at Dalrymple," she states, listing other career highlights. "Getting to know the Chiefs of the Broughton Nations and striking the Broughton Agreement; respecting the wishes of the Nations while providing the opportunity for their people to monitor our sites .

"Also seeing the Certification Programs flourish within the company, insisting that all sites meet the toughest sustainability standards in the world."

Sharon points out that over the past 20 years the Environmental Performance and Certification Department has become fully integrated into Mowi's operations.

"Caring for the planet is one of the guiding principles of our company in leading the Blue Revolution," she says. "I'm leaving behind an incredible team of people within the Environmental Performance and Certification Department, the Senior Management Team, and throughout Mowi."

Dr. Diane Morrison, Managing Director of Mowi Canada West, states that "Over her 20 plus years with our company, Sharon has tirelessly fought for and led our industry through many significant challenges. Her experience, knowledge, and passion for salmon farming has helped shape the outcomes of these processes."

"She was a driving force behind gaining ASC certification at our sites. I will truly miss her insights, her energy, and her ability to laugh in the midst of great challenges. Thank you, Sharon."

Sharon is grateful to everyone for their help and friendship over the years.

"I wish all of you the very best and hope that each of you has an experience at Mowi that is as wonderful as mine has been," she says.

As to what's next for her, she adds: "I am sure that it will contain many of you, my family, friends, horse and dog."

Scholarship Helping SFU Dream Come True

"This scholarship has brought my dream one step closer to becoming a reality."

So says **Jacob Pohl**, one of seven recipients of Mowi Canada West's scholarships this year, noting the funds will help him as he heads to **Simon Fraser University** to major in Resource and Environmental Management.

Receiving a scholarship is an achievement in itself; that he did so while finishing Grade 12 and working at the **Port Hardy Processing Plant** demonstrated outstanding effort.

"Working full time and finishing high school was definitely a challenge," Jacob says. "Working a 4-and-3 shift has been extremely helpful, so that I had an extra day plus the weekend to work on my schooling."

"The main reason that I was able to work, however, is because of the COVID-19 pandemic," he adds. "With all of the course work being moved online, I was able to work during the day, then do some schooling after work and on the weekends. Classes were also held in an online format, and even though many of them were during my work hours, I could record them to watch later."

Jacob has worked for Mowi for over two months, and is one of the regular workers on the processing floor, rotating between the Y2, Baaders, Bad and Lid stations, and occasionally in the Styrofoam room.

The staggered work schedule provided flexibility that enabled Jacob to maintain a 92% grade point average during his final year of high school.

"Now that classes are all online, there is less one-on-one teacher assistance, which has proven to be difficult, but not impossible," he states. "I will be living in residence at the (SFU) Burnaby campus in the fall, and I believe this degree will open up a very wide range of job opportunities for me, from environmental monitoring technician, to consulting, to industrial air quality treatments."

"In a rapidly expanding world, with high demand for



Jacob Pohl hard at work in the Port Hardy Processing Plant

environmental concern, this degree will be a very solid foundation for any avenue I pursue later in my life."

He is beyond grateful to be a Mowi scholarship recipient.

"I think that the direction this scholarship takes - choosing recipients based on not only their future plans, but their interests and passions as well - really shows that Mowi cares about our success occupationally as well as personally," he says. "Thank you, Mowi Canada West!"

Pandemic restrictions no barrier to new starts

Sandi Huynh started her job as Water Quality Assistant Manager for Mowi Canada West in mid-March, during the pandemic, and she has hit the ground running.

"Starting with Mowi during a pandemic has been strange," she allows. "I did get to visit the Klemtu area on my second day on the job, which was amazing. The crew up there were great and so welcoming, answering all my questions and showing me around."

"I'm currently working from home so I have moved our lab into my living room which has been an adjustment but enjoying it nonetheless," she notes, adding she works with **Bogdan Vornicu** based in Campbell River. "Everyone is willing to help out because I am new to the company, and lots of people have offered a helping hand or pointed me in the right direction, even if I'm directing an email to the wrong area. It's been a really encouraging start."

Prior to joining Mowi, she worked in the Environmental and Agriculture Department at Curtin University in Perth, Western Australia.

"My role at the university was in undergraduate and postgraduate teaching/training, mainly of laboratory analysis and field work and at times with theoretical content," she explains.

In Campbell River, her role is to act as water quality support to each of the farm sites, offering advice on the environmental conditions of the water and to help in research and development.

"We've recently rolled out our new multi parameter sensors to the majority of our production areas," she states. "The probes measure temperature, dissolved oxygen and salinity, and are able to measure at depths up to 20 metres, which will help with our environmental monitoring program to make our measurements more consistent and streamlined."



Sandi Huynh



Laura Guzda Retires After 22 Years With Mowi

DUNCAN - Laura Guzda is off to new horizons, as the Freshwater Farms Hatchery Manager is retiring after 22 years with Mowi Canada West.

"It was not an easy decision to retire from something that I have loved doing for so many years, but now I am looking forward to my new normal," says Laura, who has been in the aquaculture business since 1993, and has managed the Freshwater Farms Hatchery in Duncan since 2009.

"This is where it all begins, with family creation," says Laura. "I am so proud to have been a part of the Brood Team. It's like it completed my story."

Laura had never worked in a hatchery when she arrived in Duncan and recalls, "I went straight to work. I asked a million questions, made tons of notes and wrote up SOPs to help me remember. We still use some of those SOPs today," she adds, noting she benefited from some key mentorship to help her find her way in the early days, and set her up for success.

Laura's father, Keith Beise, was a pioneer in West Coast aquaculture as he was one of the first people to secure a license to rear fry in a pen system on Keogh and Georgie Lake, and built a hatchery at Theimer Creek.

"The beginning days were stressful and turbulent for those Ma and Pa operations," she recalls. "My sister partnered up with my dad around 1990 and by then it appeared things were turning around to become a little more stable."

An illness caused her father to retire, and Laura pulled her children out of school and headed to Georgie Lake to work full time and homeschool. It wasn't easy.

"We didn't have electricity and it wasn't uncommon to not have running water...either the pipe popped out of the creek or it was frozen during winter months," she says. "That's when you started hauling five gallon pails of water from the lake to the house."

"I left my comfortable home with all the amenities to do this? What



Laura Guzda working in her home office

was I thinking? But it certainly was something I wanted to do, and besides, that's what you do for family."

Electricity wasn't the only thing they didn't have, as there were no forklifts, feeding systems, snow ploughs, vaccinating seducing machines, fish graders or fish moving pumps.

"We did have a wjac pump that you had to pull and pull and pull to get it started, and if you weren't positioned properly once the water started through the fire hose, it could whip you right off your feet."

Vaccinating fish was done by hand out on the system in sideways rain and the anesthetised fish were carried to the table in baby bathtubs. Shipping fish sometimes

started at 3 a.m. under floodlights.

"The fish were netted into garbage cans and carried down the system, up a flight of stairs and passed up to the two people standing on top of the transport truck," she notes. "We quite often had to break the ice on the lake as we were moving the transport pen along."

Larger fish farm companies purchased the smaller operations, and Laura and her family settled in Duncan, returning to Georgie Lake in 1998. In 2005, she was asked to develop a new lake site on Victoria Lake. This was a time that she enjoyed so much and even stepped outside the box by ordering her nets from another province.

"I designed the net that was going

into the pen system," she says. "I was a little nervous because if those nets came out wrong, who would fix them? One night I decided to build one to scale using paper, so I packaged up my model and sent it to the net makers. They said that was the best instructions that they had ever received and when we put those nets into the cage system they fit exactly like I wanted."

It's been an exciting adventure for Laura, and she is looking forward to her next chapter.

"I have had an amazing career and worked with some of the best," she says. "I have no immediate plans to travel anywhere. I am just going to hang out at home, do some gardening, and enjoy my family and chickens."

Return To 'The New Normal'

After three months of working under strict conditions due to the COVID-19 pandemic, Mowi's sites are starting to open up and receive visitors again.

For the production managers and site managers the recent changes have allowed them to make a welcome return to their sites. This has been occasionally unnerving but definitely a rewarding experience. Their comments below help tell the story.

"While working from home, I often wondered what life on the farms was like during a pandemic. Are the sites safe? How is morale? How are people's families? Are the sites clean? Is everyone following the guidelines of the company and the province? Are the salmon growing? These are just a few of the questions I had.

"I should have known the answers. In the nearly 20 years I've worked for this company, I've seen the hard-working people of Mowi overcome many things and do all of it with hard work, team work and great attitudes, and this pandemic was no different. I was greeted by smiling faces, spotless sites, lots of hand sanitizer and a whole lot of new procedures and policies to follow. One thing that hadn't changed, though, was the resilience of our staff."

Riley McFadyen

Port Hardy Production Manager

"Over the past two weeks, I had the pleasure of auditing three Broughton farms as well as oversee the auditing of the other five with the assistance of the JHSC and James Rogers. I was very impressed with how seriously each site and

each site worker took the matter. They were extremely well prepared for the audits, with scores between 85% and 100% compliance on the first audit, and took a great deal of pride in showing off the site after stringent COVID related restrictions as well as showing off their preparedness. I am thankful and proud to work with such a great and determined group of salmon farmers."

Mike Dobbs

Broughton Area Production Manager

"It has been a team effort to allow Production Managers/visitors to return to the sea sites following the creation of the new COVID Site Specific Visitor Policy. There has been a lot of work put into creating these documents as well as implementing them at the site level."

Doug Knudson

Campbell River Area Production Manager

"I am very proud of all staff in the Klemtu area to ensure a safe working environment. All these new processes have allowed Mowi to keep operating in growing salmon in Klemtu, which has been closed to all visitors. It has been challenging to not have our Klemtu staff on-site working alongside us, and I will be looking forward to when all our staff can work together again."

Fabian McCarty

Klemtu Area Production Manager

"A great deal of work has gone on since the beginning of March, including treatments and harvesting, so it was somewhat surreal to visit Quatsino and see three farms without fish. It felt pretty good to be on the water and it felt



even better to see the smiling faces of everyone I've only seen through video conferencing or spoken with over the telephone. I was thoroughly impressed with the level of professionalism and focus on detail for the continued safety of themselves and others around them.

"I am proud to be surrounded by such a dedicated group of salmon farmers and I feel we have built a stronger team through these difficult times."

Gerry Burry

Quatsino Production Manager

"Working from home definitely brought its challenges; I had to rely heavily on communication with Amanda Luxton (assistant manager) and the staff on site. Ensuring they were getting the messages properly in such a fast changing environment was critical and Amanda did a great job of that.

"I am now back at site and see some great changes to keep people safe. We have a very thorough site visitor standard and documentation. We have signage up, reminding staff of the importance of physical distancing. We have

spacing on the floors of two meters throughout the hatchery. The lunch room has four chairs in it with four tables for proper physical distancing (it used to be 20 chairs). Staff have been choosing when to eat and take breaks at various times, as well as now having car pool schedules."

Chris McNeill

Manager, Big Tree Creek Hatchery

"We had set up a daily Skype for myself and the supervisors to go over the day's activities and all the pandemic changes. Returning was almost like starting a new job with lots of anxiety, but once back at site, seeing the crew and talking directly was great. The Dalrymple crew had done a great job of carrying out all the COVID related distancing, cleaning, and other steps as well as some challenges with production.

"Steve, our new Assistant Manager of Dalrymple, took it upon himself to step up and carry out all the COVID changes as they rolled out, implementing the reduced lunchroom capacity, staggered break, outside coffee pot morning meeting and many of the new sanitizing protocols as set out."

Lance Page

Manager, Dalrymple Hatchery



Quatsino First Nation Crewboat Ferrying Mowi Workers

Mowi Canada West team members are arriving to their sites in the Quatsino area in style – aboard a new crewboat owned by **Quatsino First Nation**.

James Redford, Director of Lands and Resources for the Quatsino First Nation, said that while the Nation had a patrol boat to collect environment data, the new crewboat will allow the ability to invite the community (elders, children, and leadership) in a safe and fun way to relearn about and explore their territory.

"The Nation was moved in the late 1970s and many of the community members moved away from their waters and lost their ability to connect and explore their territory waters," Redford states. "The new crewboat is hoped to be used as a marine school bus that will allow the Quatsino people to reconnect to living on the water."

The vessel, which doesn't yet have an official name,

is a 9.3 metre (just over 30 feet) **3050 Discovery** built by **Lifetimer**, equipped with twin 300 horsepower **Yamaha** engines that can reach a top speed of 40 knots and a cruising speed of 23 knots.

Tina Gonsky has been Mowi's Indigenous Relationship Manager since the position opened two years ago, and notes utilizing the crewboat was a collaborative idea between herself, Mowi's Quatsino Area Production Manager **Gerry Burry**, and the **Quatsino Economic Development Corporation**.

"Mowi continuously looks for ways to provide business opportunities for our Nation partners to service our operations in their territories," Gonsky states. "This strengthens our partnership and provides economic opportunities for the Nations while working in their traditional territories."

The vessel departs from Coal Harbour daily and brings crew to and from each of Mowi's four sites:



Mahatta East, Mahatta West, Monday Rock, and Koskimo. The operations crew also rides the vessel, and reside at Koskimo Bay.

"The crew vessel project has been underway for a couple of years and we are very pleased to finally get it off the ground and provide water taxi service in Quatsino," says Burry. "Everyone at Mowi and Quatsino First Nation seems quite happy with the final result and it is always nice to ride in a shiny new comfortable vessel."

"I look forward to continued development of our great relationship with Quatsino First Nation and utilize this water taxi service for many years to come,"

he adds.

Ashlee Dyer, Accounting Administrator and acting General manager of Quatsino First Nation, states

"The new crewboat is going to be a great asset for the Quatsino Nation. It will provide a number of economic benefits, through its operation and the jobs it has created. The training and experience that all operatives of the crewboat will gain will also help to build the capacity and skills within our community. "This would not have been possible without the relationship that the Nation has with Mowi. I'm excited about the opportunity that this new development is bringing to us."

iAuditor Helps Monitor, Protect Employees During Pandemic



Health and Safety Advisor Dan Pattison uses his phone to conduct a site audit

Dan Pattison has found a new ally to help audit Mowi Canada West employee movements during the COVID-19 pandemic.

iAuditor, an inspection app created by **Safety Culture Group** that is used 50,000 times a day in 80 countries throughout the world, was enlisted by Pattison, a Health and Safety Advisor, to help the company keep track of workers and maintain their safety.

"It is a simple, free app that allows us to customize our audit and share the information seamlessly," Pattison says.

The audit is made up of subsections that address documentation, pre-arrival plans, on site orientations, and observations of each site. In its completion, sites will be outfitted with the information, visual aids, and a safety plan that allows for the safe arrival and operations of support staff.

"Mowi has always strived to embrace change and be a safe company," he notes. "As WorkSafeBC

begins to make their rounds and ensure businesses have taken the right steps to safeguard their employees, we have identified tools, an audit team, and a process to meet the requirements as early as possible, rising to the challenge and confirming support staff visiting sites do not put our essential workers or themselves at risk."

For the past three months, Pattison states that Mowi has taken a lot of drastic steps to ensure the safety of essential workers, and no one was able to access sites except key personnel.

"Now that restrictions are being lifted and more people can return to the field to support our workers, our government authorities have placed some rules and guidelines that we immediately used to create an audit process, ensuring our remote sites have the highest known standards to operate in the safest manner," he adds.

Auditing a company as large as Mowi has some serious challenges, and iAuditor has helped the audit

"Mowi Has Always Strived To Embrace Change And Be A Safe Company"

team significantly.

"What I found that I liked about iAuditor is its ability to craft comprehensive audits that allow the addition of time stamps, photos, and several options for formation that can make for a very nice looking and easy to use checklist," Pattison says. "A designed audit can then be shared publicly or privately, giving access to multiple users. Once downloaded in their app, the audits can be done offline, which is important given the remote nature of our sites. Once back online, the auditor can forward the completed document to our department."

The iAudit program has allowed Mowi to utilize a shared tool that walks others through the process, allowing for building a large team of auditors to get the job done faster.

"This process confirms that staff have a safe site to operate in while we face a global pandemic, so there is a very real and urgent need to verify these processes are in place immediately without relaxing on our standards," he adds. "Ultimately, it was our Management team, Supervisors, and some key JHSC representatives that have risen to the occasion to help us get the job done and support our essential staff who have been operating in relatively uncharted waters until now."

"With the addition of the iAuditor tool, we have simplified the process to support our auditing team. It is our teamwork and dedication to our safety culture that drives the process, and the iAuditor makes it easier and bridges some communication gaps."

Golden rules for everybody



Practice physical distancing



Clean your hands



Stay at home if you're feeling ill - no exceptions



Increase cleaning at home and at work



Stay informed



Cover your cough



Minimize non-essential travel



Make spaces safer

COVID-19 IN BC

COVID-19 Site Visitor Standards

All Mowi Canada West operating sites are required to have a visitor safety plan prior to approving site visits in effort to prevent spread and transmission of the Coronavirus. This plan is to include:

Site Visit Management Plan

1. All sites will be limited to 3 external site visits per week.
2. Individuals are restricted to 1 site visit per day, to a maximum of 3 sites per week.

Travel

Prior to travel, the person must not be sick or showing symptoms.

Visitors to sites travelling by vehicle should plan to travel alone (include check-in procedure) or with one other person to promote social distancing. If more than 2 people in vehicle, masks must be worn.

Foot Print Management Plan

Sites are required to create a foot print management plan to keep people separated, control flow / direction of people and support social distancing. This includes all buildings, accommodations, cage systems, arrival or departure areas and any other location where there may be difficulty in maintaining a two meters separation.

The foot print management plan will include:

- Directional arrows and pathways
- Signage (hand washing in bathrooms, general Covid awareness, hand washing stations)
- Designated meeting areas to include two meter reference points
- "No go" areas / zone indicators or borders (ribbon tape, pylons, etc)
- Wipes and trash bins available for wiping down high touch surfaces.

Hand washing or hand sanitizer stations will be included in the foot print management plan for regular hand washing and related hygiene needs. These stations shall be located at but not limited to, entrance/exit of the site/buildings, living areas, high touch areas and PPE change areas.



Visitor Site Orientation

Plan where and how you will greet your visitor and complete the safety orientation.

- Complete a health check with the visitor and ask if they are experiencing any signs/symptoms Covid related. If so, isolate the visitor and remove from site.
- Location for orientation will need to provide adequate social distancing and 2 meter reference



points.

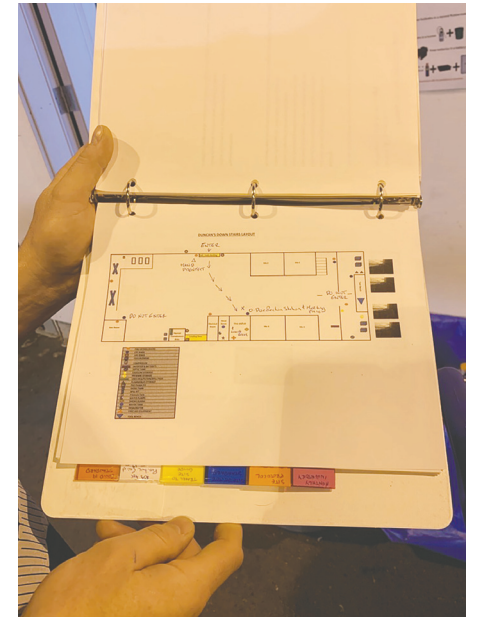
- Review purpose and details of the visit and the needs of the visitor to complete her/his job tasks.
- Explain and familiarize the visitor how to move around the site and include details how this can be done following the foot print management plan and hygiene stations, while providing social distancing.
- Remember to include all routine non-covid safety directions and instructions i.e. emergency preparedness, muster station, tsunami plan, fire and etc.

Site access during visit

- Site visitors adhere to all foot print management and hygiene station requirements. Ensure visitors have a good understanding.
- Different levels of PPE will be required in different areas. Identify and explain to visitor where and when this is needed.

Site review and departure

- Identify location for review with visitor that supports social distancing.



- Area for final handwashing and preparation for departure.

Site Access

During site visits, persons must limit entry or access to accommodations, with exception to bathroom use following strict protocols.

- High touch areas in the bathroom must be sanitized immediately by the user. This can only be supported if social distancing can be followed (2m space).
- Masks must be worn by visitors in camp living spaces.
- A physical distance of 2 metres must be maintained
- Visitors must bring their own personal food, drink and utensils and are prohibited from utilizing site food and kitchen equipment.
- Location for breaks need to be planned prior to the site visit preventing entrance to accommodation buildings.
- Crew meetings are to be held in designated areas respecting physical distancing standards
- If a person develops symptoms during site visit, they must isolate and leave the site as soon as possible

Supplies

Visitors must travel with sufficient infection prevention control supplies including but not limited to, tissues, hand sanitizer, mask, nitrile gloves, travel wipes, personal garbage collection (for tissues and related supplies).