

## Mowi Academy Prepares New Technicians

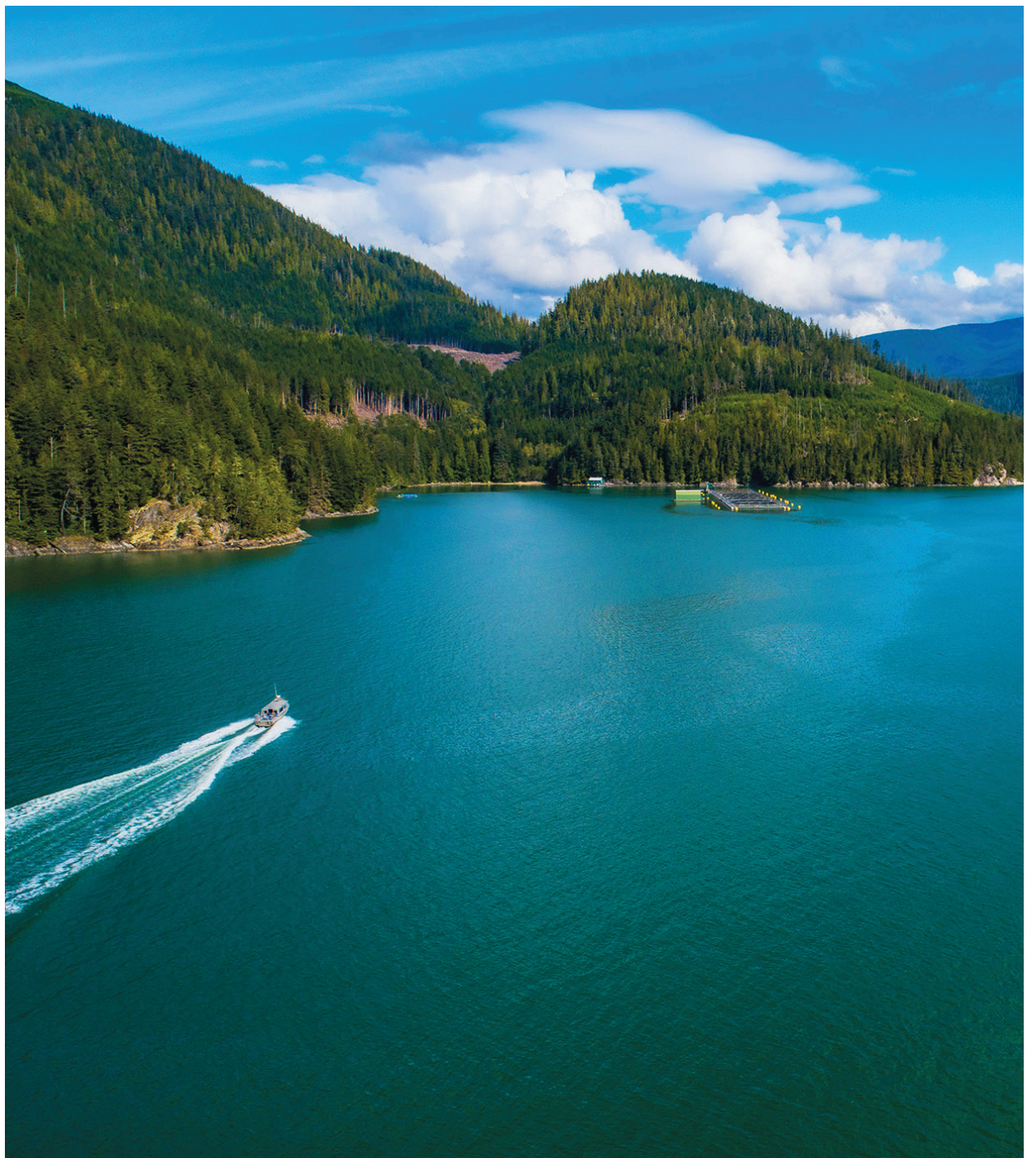
**Mowi Academy** is designed so new technicians can wade into their responsibilities within the company, as opposed to jumping in at the deep end. That's how Human Resources Manager **Shylo Look** explains it.

"When new technicians were hired, we used to send them to any site in the company that was short-handed, essentially throwing them in the deep end to sink or swim," Shylo observes. "This didn't give our new employees a very positive or professional first impression of our company, and our high turnover rate and safety incidents for new employees in their first year reflected this."

"Most of our new hires are brand new to aquaculture, so we needed a way to provide them with better hands on training in their first three months, both to keep them safe, as well as help them be successful in learning their jobs. We realized that we needed to be more proactive in our hiring strategy and come up with a standardized way of training them."

At the last manager's conference, it was suggested that we should create our own school, to better train

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Doctor Islets is the first of Mowi's Academy Sites



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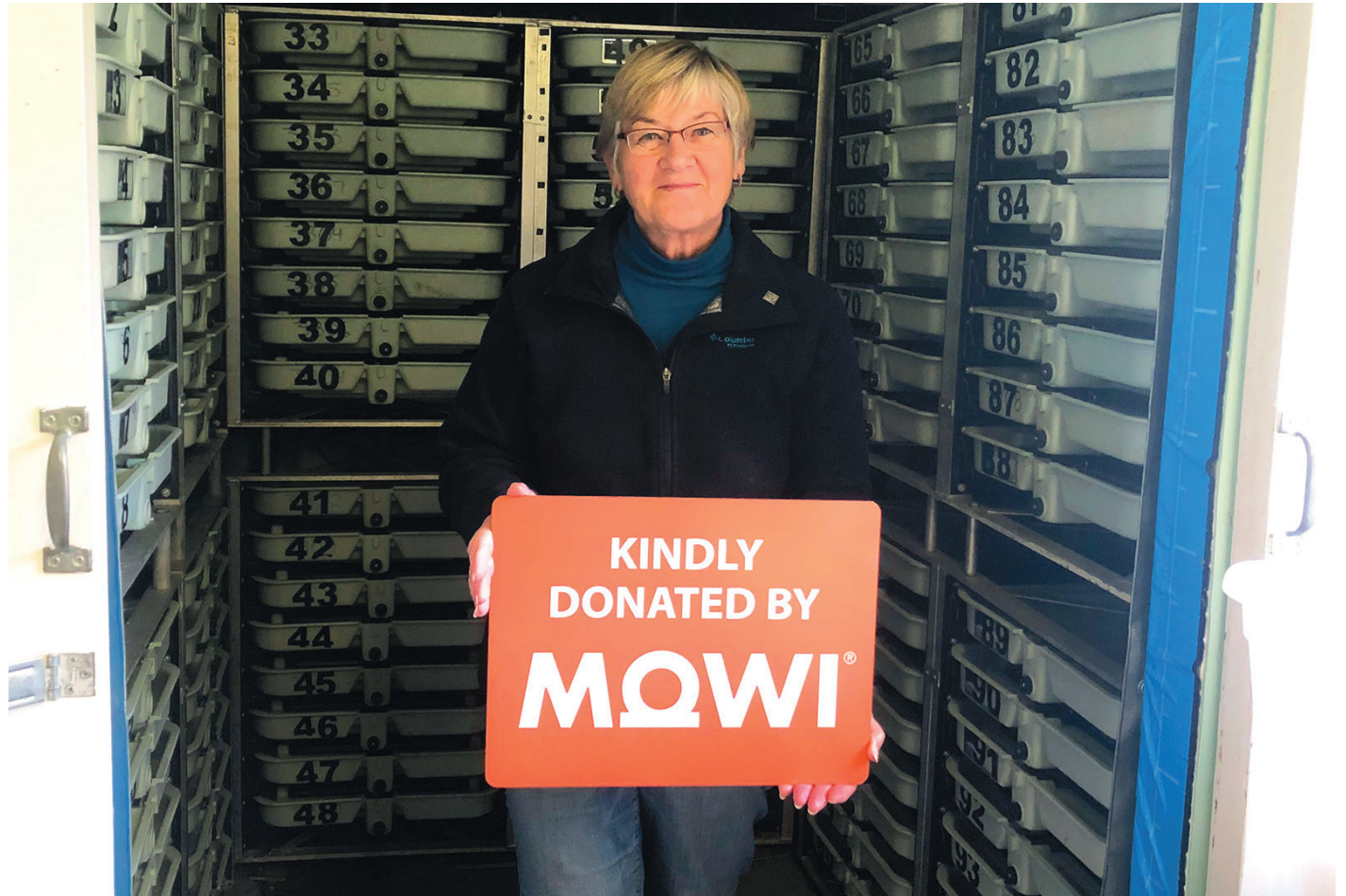
# Mowi Supports Fanny Bay Salmon Enhancement Work

**Fanny Bay Salmonid Enhancement Society** (FBSES) oversees activities in 26 watersheds from Union Bay to Deep Bay, performing responsibility with 60 volunteers.

Mowi Canada West is one of the companies that provides material and technical support for the organization, started by **Jim Ackinclose** and four of his friends in 1994, maintaining a very small upwelling hatchbox on Wilfred Creek, incubating one million pink eggs.

With this initiative up and running, the group decided to expand their operation and sphere of influence, adding more volunteers and taking on an environmental oversight role with the construction of the new Inland Highway, which was a monumental task.

"My husband passed away in 1995, but the volunteers quickly regrouped and I became involved," recalls Jim's wife **Judy Ackinclose**. "The Wilfred Hatchery, which is on Mosaic Logging property, has expanded its role as a satellite hatchery and is now working with pink, coho and chum. "Our main hatchery, which commenced operating in 1997, is on a DFO site which houses Rosewall Hatchery, and here we work with chum and coho. I became president of the Society in 2004."



Judy Ackinclose at the Fanny Bay Salmonid Enhancement Society

Judy states that 100 percent of the coho production at the Rosewall site is marked with an adipose fin clip.

"This is quite an undertaking when one considers major facilities operated by DFO only clip a small percentage of their coho production," she says. "The salient point

here and why this is especially important is that, in order to meet escapement goals in some conservation units, First Nation, commercial and recreational harvesters may only retain marked coho of hatchery origin."

Another activity FBSES has undertaken is the operation and maintenance of downstream smolt fences on three watersheds, thus providing important population production data to the Stock Assessment Division of DFO. Complementing this downstream data, the Society funds Fall escapement counts where technicians walk and swim streams and physically count returning salmon.

"We are strong proponents of gathering such data and consequently believe that this is a positive means of determining the effectiveness of our efforts," she states.

Ackinclose says unfortunately, many of the watersheds they work in have sustained considerable damage from past logging practices, with the result that many of them do not flow continuously during the summer.

"To mitigate some of this damage, our volunteers salvage stranded fish in affected streams, transferring them

to our hatchery where we will over-summer them until fall rains return flows to the extent that these fry can be released to their natal streams," she states. "Incredibly, since the middle 1990's, our volunteers have saved a whopping 546,679 wild coho from a certain death."

Over the past 12 years FBSES has hosted 'The River Never Sleeps', a free festival at Rosewall Hatchery in early May.

"Many like-minded groups from all over the island have attended this gala to promote their groups' activities in the ways of conservation in their areas," she says. "Last year we enjoyed an attendance of close to 700 people at the family friendly celebration, providing an opportunity to meet people from all walks of life."

FBSES also maintains a coniferous tree nursery where they raise seedlings from donated plugs to two and three year old trees. The young evergreens are then donated back to many non-profit groups involved in different aspects of habitat restoration.

"We have been performing this function for 20 years, and normally provide over 2,000 trees annually to groups all over the island," she adds.

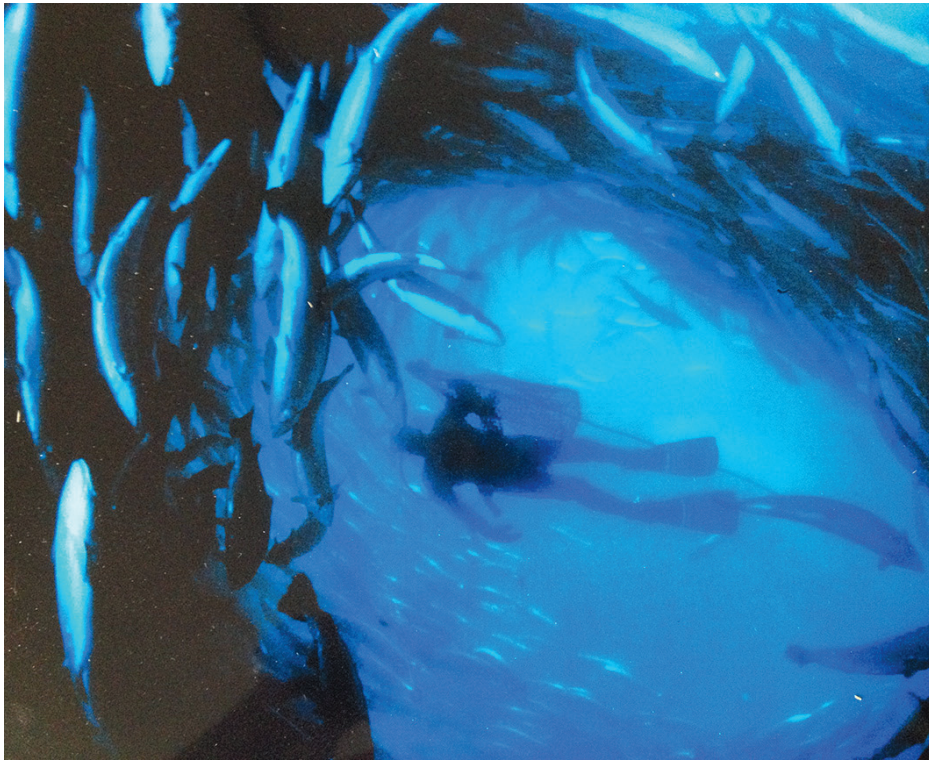
**Practice good hygiene**



COVID-19 IN BC



# John Ilett Clocks 25 Years With Company



**J**ohn Ilett has many fine memories from his 25 years working with Mowi Canada West.

They include working with a lot of passionate and dedicated people, and winning two Sterling Cups after he implemented a new cyclical feeding system.

"In late 2010 I worked in Norway for two months," says John, the Site Manager at Mahatta West in the Quatsino area. "This is where I saw cyclical feeding (feed slowly all day) for the first time."

Up to that point, Canada's feeding strategy was to feed once per day at a fast rate.

"Upon returning, I implemented the cyclical feeding at my site with amazing results allowing me to win two Sterling Cups. Today cyclical feeding is the company's main feeding strategy which all sea sites follow.

"Cyclical feeding was a game changer for Canada when looking at conversion and growth rates."

John notes he has worked for Mowi for over half of his life, which calculates to: 300 months, 1,303 weeks, 9,125 days, 219,000 hours or 13,140,000 minutes.

"I have worked in each production area over my career and I feel Quatsino has some of the most beautiful scenery with a peaceful vibe," he states. "Although a lot of my day is doing administration, I still make time each day to work the site. Be it feeding, mort collection or lice counts, I'm

happy I have a position that lets me work outside in this beautiful environment."

Other career highlights include having the opportunity to travel to other Business Unit's, witnessing the well documented 'eagle versus octopus' event, and "being lucky enough to make this job a career and, after 25 years, still loving what I do."



John Ilett, Site Manager at Mahatta West





## BCSFA Film Showcases Port Hardy

### Lights, camera, action!

The **BC Salmon Farmers Association** (BCSFA) made a road trip earlier this year to make a powerful new film showing why salmon farming is important to rural coastal communities, starring employees at Mowi's Port Hardy Processing Plant.

**Michelle Franze**, Manager of Communications, Partnerships and Community for the BCSFA, was on hand with other team members, including Executive Director **John Paul Fraser**, who presented an industry update to staff at the plant.

"Our trip to Port Hardy was emotional, eye-opening and powerful," Franze recalls. "We were welcomed into the community with open arms and hearts. We received support from many businesses who volunteered to tell their story and why the industry is important to them."

"We know the importance of this industry to rural coastal communities on the North Island, but the three days we spent in Port Hardy took that understanding to a new level," she adds. "We learned in detail from a community that depends on industries, what it's like to lose them, and the ripple effects that such losses cause."

Franze says the BCSFA wanted to get the message across

using real people in a real community who depend on this industry to keep their community going.

"The goal is to help bridge the gap between those who live in metropolitan areas where the industry is not present, and understand the lives of those who live in these rural communities," she continues. "We are all British Columbians, and we all care about our wild salmon and the environment. Our rural communities are producing a healthy and sustainable protein to feed a growing population, and we take pride in what we do."

The BCSFA collaborated with **Katana Digital** on the film, as Franze says the firm has a thorough understanding of the industry and its importance to the province.

"We work as a team to ensure we capture powerful moments and take the time to ensure everyone who volunteers is comfortable with how they are portrayed during the filming process," she notes. "We never go into a project with a script. We simply have a list of questions that we ask each interviewee and the responses we receive are real experiences."

Community members and the Mowi team talked about their personal experiences working with/in the industry, why they love living and working in Port

Hardy, and what the community would look like if the industry were to leave. The content shown in the video includes raw and real responses.

"John Paul talked about BCSFA's role and what we are doing as an association to help the government and public understand why our industry is sustainable and important," says Michelle. "He also presented to the staff at the Mowi Port Hardy Processing Plant about what they can do to help. He talked about our Port Hardy project and encouraged those interested to speak about their experiences to meet with us after the presentation."

The BCSFA is a forum for communication and cooperation within the salmon farming sector, and the focal point for liaison between government and industry. It provides information to the public and stakeholders about salmon farming, and coordinates industry-wide activities, research and community events. BCSFA members include farmed salmon producers and companies providing goods and services to the industry.

The BCSFA will make an announcement in the near future regarding an Economic Recovery Report for BC and will use footage from this trip to support the economic importance of the industry in rural coastal communities.



## Mowi Members Join BCSFA Youth Council

The **BC Salmon Farmers Association** announced the development of a BCSFA Youth Council in September, including 35 members, the majority of which are from **Mowi Canada West**.

"We are very excited to have a strong group of young people in the sector who want to make a positive difference," says **Michelle Franze**, Manager of Communications, Partnerships and Community for BCSFA.

Council participants are individuals under the age of 35 who

show leadership and are eager to make a positive impact on the BC salmon farming industry. It aims to be an inclusive body with representation from all aspects of salmon farming.

The idea for a Youth Council was brought forth to BCSFA by **Kenny Leslie**, Fry/First Feed Supervisor for Mowi Canada West and **Brad Rempel**, Farm Site Assistant Manager for Mowi Canada West. Kenny and Brad are also members of the **Canadian Aquaculture Industry Alliance** (CAIA) Emerging Leaders Council.

"Having spent almost two years strongly involved and co-chairing the CAIA Council of Emerging Leaders in Aquaculture, I have long felt that we need to develop a voice of the youth for the BC Salmon Farmers," says Kenny. "I feel that this is the right time to hear from all parts of our vibrant industry and to help make decisions for the future of our industry in BC."

Currently, the Youth Council is reaching out to organizations and institutions to see how they can get involved and educate other youth

on the salmon farming sector. The Youth Council also reached out to candidates during the 2020 provincial election to provide a letter as to why the sector is important for youth on Vancouver Island, and the council received positive feedback from candidates wanting to learn more.

"Aquaculture provides great opportunities for young people to grow their careers while caring for the environment, and this council will further enhance that," says Michelle.

<http://bcsalmonfarmers.ca/youthcouncil/>



# Camp Catering Services A Recipe For Success



Not only is **Canada Camps Services (CCS)** cooking up tasty meals for Mowi Canada West workers at their Port Hardy base, but it is part of a recipe for success for the **k'awat'si Economic Development Corporation (KEDC)**. **Cyrus Singh**, CEO of KEDC, notes CCS was created to leverage the food and beverage management capacity and capabilities under the KEDC umbrella to create jobs and growth for the First Nation.

"Canada Camps Services plays a pivotal new role on the North Island, capturing land and marine opportunities, providing unparalleled levels of cooking and cleaning services to new and existing clients on the North

Island and all over Vancouver Island," notes Cyrus.

Remote Services Manager **Robert Robinson** has over 15 years' experience managing and

operating camps, ranging in size from 50-2,500 throughout Canada and B.C.. Utilizing his experience and other team members backgrounds were key to developing the idea.

"We currently are servicing four remote camps in the territories and are in the process of expanding across Vancouver Island," Cyrus notes. "We have around 15 employees at this time that work directly for Canada Camp Services."

"The future is bright for Canada Camp Services with expansion plans throughout the GNN Territories and Vancouver Island. We have a motivated team that is excited to provide remote services on Vancouver Island and all over British Columbia."

**Rob McLaughlin**, Operations Coordinator for Mowi in Port Hardy, adds that the CSS team has formed great relationships with all crew, which now refers to chef **Manon Deschenes** as "Mamma Manon", as she makes sure all crew is taken care of and well fed.

"Having the camp cook and cleaning service has been a really positive experience for myself and the crew," McLaughlin says. "Working with Robert Robinson, food and beverage manager, along with Chef Manon Deschenes and her staff (Chef **Carlton 'Carley' Jeffrey Jack**, **Amanda Lee** and



**Rachel Harry**) has been fantastic. They've been very receptive to the crews' varied palates and have continued to adapt and adjust the menu accordingly.

"All in all, it's a very positive partnership," McLaughlin adds.



## Golden rules for wearing masks



If healthy, distancing is always better



Always wash your hands



If sick, stay home - no exceptions



Try not to touch your face



Reserve medical masks for health care workers



Treat everyone with respect - some people wear masks out of courtesy



Your mask should fit snugly, covering your nose and mouth



Use when physical distancing isn't possible

COVID-19 IN BC



## MOWI ACADEMY |

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people and Mowi Academy onboarding sites is the result. **Blaine Tremblay** and Shylo pitched this idea last November and once it was approved, they started creating the training program on DATS specifically for those sites that are chosen to be a Mowi Academy.

"We officially launched in September and our first site, Doctor Islets, has now received two new hires to train," Shylo notes. "When they are ready to 'graduate', new employees can be hired to take their place.

The plan is to have five dedicated Mowi Academies in the Saltwater Department by the end of the year.

**Scott Van Male**, Site Manager at Doctor Islets, says "the Mowi Academy Program is somewhat new to us at the site, however, training and mentoring is something my team is quite familiar with. "I am fortunate to have such a great team of skilled supervisors and techs that are motivated to pass their knowledge and skills on to our new employees at the site," he adds. "New hires spend the first three months at the site and are expected to learn all the basics of farming day-to-



**Scott Van Male, Site Manager at Doctor Islets**

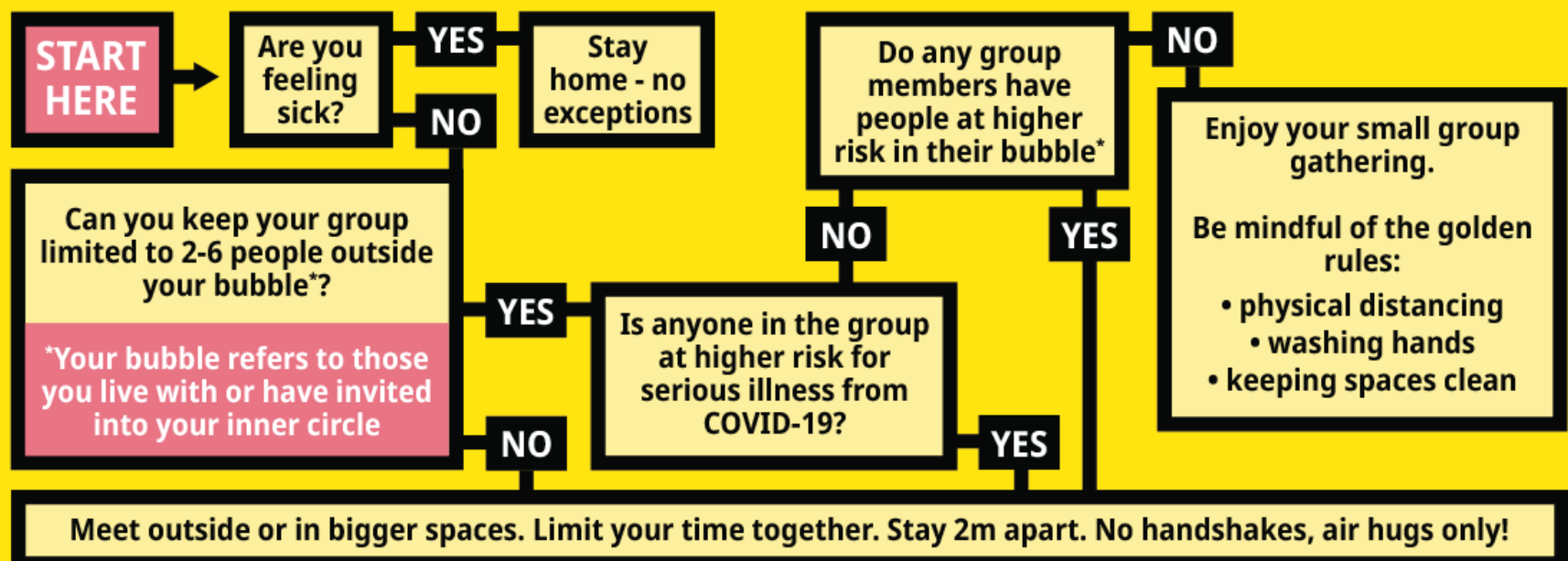
day activities while conducting the tasks safely and efficiently. Safety culture plays a big role in our company and my supervisors are doing a great

job reinforcing this by setting a good example and demonstrating we care about our workers and their safety." Scott says that after three

months, each new hire should be able to leave the Mowi Academy with their new skillset and knowledge and be placed at any farm within the company

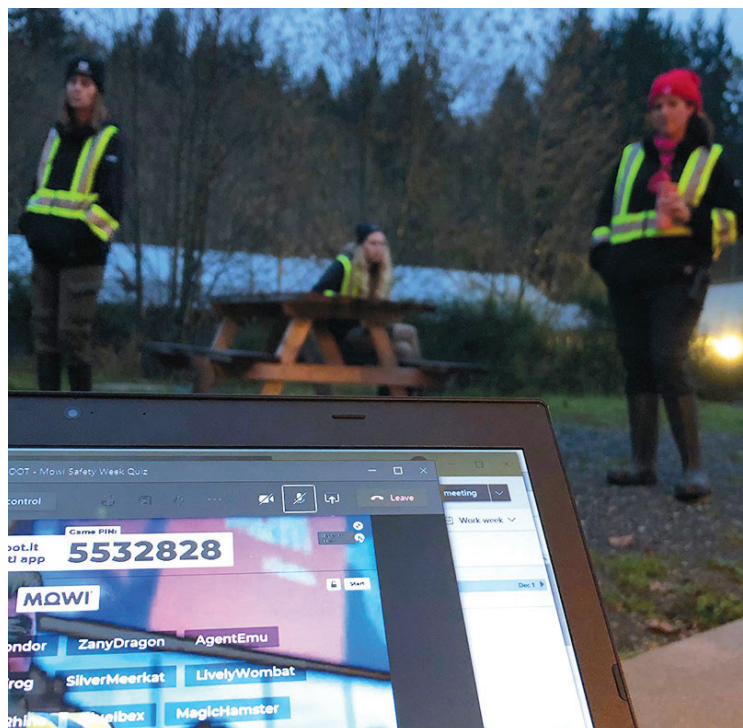
and continue to be successful. "The goal is to value our new workers and engage with them in hopes they will do the same for Mowi," he states.

## Social gatherings: what to consider





# Mowi Safety Week A Great Success



Quiz time at Big Tree Creek Hatchery



Good Health and Safety practices in evidence at Dalrymple Hatchery



Full precautions in place during ISO tank checks



Cassie Waugh joint winner of the PHPP Safety Quiz



Kerry Hawley joint winner of the PHPP Safety Quiz



Safety toolbox meeting at Sheep Pass

Mowi's Global Safety Week ran from October 26 to October 30. Each day of the week was filled with opportunities to learn, engage and refresh knowledge about safety.

Each morning a Senior Management team member started the day off with a Safety commitment message, followed by a One Point Lesson on a critical topic. These would form the basis for each site's morning tool box talk, covering topics from Fire Safety to Life Saving Rules.

Each day also included two Safety Quizzes. These were held using the Kahoot platform and allowed

employees from across the company to participate in real time. This feature really brought out their competitive side and there were some close finishes that required quick reactions as well as quick thinking. More than one quiz was won with full marks, a sign that the Mowi team are well versed in safety knowledge.

Throughout the week there were sessions on specific Safety topics. They were hosted by a range of experts in their fields and by safety specialists from within Mowi. These sessions were well attended by a virtual audience tuning in from sites

across all parts of the business. All attendees were treated to informative and in-depth discussions on each topic with some great Q&A sessions afterwards too.

For Mowi Canada West's Health and Safety Team of **Blaine Tremblay** and **Dan Pattison**, this week has been the result of a lot of planning and hard work.

Blaine was very proud with how the week went: "This was the first time Mowi has put together a Global Safety event like this. From the beginning Dan and I saw this as an opportunity to ensure that a clear message on safety is communicated

to all Mowi employees. We needed a lot of help for it to work and I am very proud of how everyone in Mowi Canada West has responded. From the people who took part so enthusiastically to the Safety Team members who stepped up with some great presentations, it has been a real team effort. A shout out to **Graham Byatt** and **Mike Strasdine** for their BrainSafe presentations and ongoing commitment with their health and safety committees. The commitment and team work to health and safety at Mowi is very strong, and safety week highlighted this extremely well. Thank you."



# Winter Driving Season in BC Oct. 31 to March 31 – Take Extra Caution

Be Safe. Be Aware. Be Responsible. Be Vocal.

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.

Recently we have experienced two serious motor vehicle incidents injuring three of our employees traveling to or returning from their worksite locations.

Fortunately all employees are recovering. However, this could have been much more serious.

Motor vehicle incidents are also a leading cause of worker fatalities in B.C.

[www.worksafebc.com](http://www.worksafebc.com)

## What controls can you put in place to improve safety?

✓ Ensure you have winter-rated tires. These are winter tires or all-weather tires that display the mountain and snowflake logo.

**This must be completed by October 1, 2020.**

✓ Ensure the vehicle is regularly inspected and well-maintained.

✓ Ensure your vehicle has the required emergency equipment on board. Vehicle safety kits are available in the Opus purchasing catalog.

✓ Make sure you have winter washer fluid and a long handled ice/snow scraper- remember gloves!

✓ 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 judgement 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.

✓ 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.

## Controls to reduce risk

✓ We have worked ex-

tensively with our contracted bus transport operator to implement Covid-19 safety measures. We will now return to mandatory bus transportation to safely support our production site employee travel requirements.

✓ Drivers are reminded to always drive to the conditions and not the maximum speed limits posted. This is very important as we approach the fall/winter season.

✓ Fatigue can impair your judgement. Always make sure you are well rested before get-

ting behind the wheel. Also take rest breaks during long drives if feeling fatigued.

✓ Do not allow yourself to be rushed while driving. It's simply not worth it, even if you're running late!

✓ Use SPOT device during travel and ensure you have a check in person established prior to departure and upon arrival.

✓ Report any vehicle concerns to your supervisor. If weather conditions are not safe and/or you are not comfortable driving, contact your supervisor and cancel your travel plans.

✓ <https://www.worksafebc.com/en/health-safety/hazards-exposures/driving-work/types/winter-driving>

