

## Wicklow Point Setting A Fine Example

**M**owi Canada West has purposed to maintain a diverse and inclusive workforce, and perhaps there's no better example of that than at Wicklow Point in the Broughton Archipelago.

This summer most of the employees at the site were women, notes **Rebekah Norton**, who has been Assistant Manager since April, having joined the company four years earlier. Not that it was intentional, but it has proven to be very positive, as she observes it's a great working environment focused on teamwork and supporting each other.

"By supporting each other, I mean cheering each other on and encouraging each other to take on challenges outside our personal comfort zone," she says. "Or taking on a task together and facing challenges that may require a team effort, whether physically or intellectually, to achieve."

There are normally seven employees on site including the manager: three on each shift, and the manager in the middle. On one shift there are three men, and on Rebekah's shift, there is one male and two women.

When summer students arrived this year in May, there were two assigned to each shift.

"Chloe and Holli were on Mark, Steve, and Tim's shift, and Rowan and Rachel, who are twin sisters, were assigned to my, Maria, and Alfredo's shift. With the students, we had five people on each shift," she says, adding the students finished at the end of August.

They all enjoyed the experience, and Rebekah says, "I can only speak for Rachel and Rowan, but I



**Clockwise, from top left: Chloe McLaughlin, Holli Desrocher, Rachel Costall and Rowan Costall**

can honestly say they absolutely did enjoy their experience and were both sad they had to leave and return to their studies. They were amazing, hardworking, intelligent and fun summer students. We are definitely looking forward to their return next summer," she adds.

Here's what they thought in their own words:

**Holli Desrocher:** "This summer experience for me was hard work but a lot of fun. I learned a lot and really enjoyed the hands-on experience, along with the great guidance from the crew."

**Rachell Costall:** "My summer at Mowi was nothing short of fantastic. I am proud to have been a part of a majority women's team and to have developed such

strong friendships that exist beyond work. Our team was strong through thick and thin, always cheerful, resilient, and dedicated to the job. I will miss everyone I worked with dearly."

**Rowan Costall:** "Wicklow Point was the most rewarding opportunity. I left at the end of summer with not only excellent work experience for the future but strong relationships with my crew. My team made me feel supported and appreciated, helping me to develop my confidence as a young sea site technician."

"Teamwork is the foundation to the success of all sea sites, and to have cooperation, you need communication and respect, which I received in abundance from my crew. Thank you for welcoming me into the family with open arms! I can't wait to come back for round three next summer."

**Chloe McLaughlin:** "Working at Mowi was hard work, and we faced new and unique challenges every day on site. Working outdoors meant that we got to experience the beauty of nature and that, to me, is priceless! Overall I really enjoyed my summer, and learned a handful of great life and tactical skills I'll be able to use for years down the road."

Rebekah confirms it has been a great, rewarding experience.

"Mowi was already progressive and is working toward a more inclusive workforce," she says. "How people personally view women in typically male work environments is changing daily. We weren't the first site to have a majority of women, and we definitely won't be the last."

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# Two Port Hardy Workers Celebrate 25 Years



Judy Andrews

**Judy Andrews** and **John Robichaud** have worked at the **Port Hardy Processing Plant** for **Mowi Canada West** for over half a century, combined.

Yes, 25 years each of service, and that's a milestone to celebrate, along with their co-workers, both of whom they call "family."

Judy started as a processor before becoming a supervisor.

Her days start at 6 a.m., as she "takes the temperature of all employees as they enter the workplace to ensure we are keeping a healthy workplace for everyone."

An hour later, she starts in the

kitchen to prepare snacks for employees, then prepares hot lunches.

"I prepare lunches for 30-40 employees every day," she notes. "I enjoy what I do, but most of all I love working with the people. Some of the employees I have worked with for many years and are like family. It's a great place to work."

"The best part of working at the plant for me is working with the fantastic people. And it always feels good to know someone cares," she adds. "Over the years we have had many fun times at the plant and have many



John Robichaud

memories that will last a lifetime. It's no doubt I think back through the years and can't help but smile as it has been a wonderful experience for me."

The plant has changed a lot over the 25 years she has been with the company.

"When I first started, every process was very manual, and we used a lot of people," she recalls.

"Today we have a lot of automation which uses fewer people and is much more ergonomically friendly than a manual process."

John, or 'Robo' as coworkers call him, started on the processing floor in November 1994.

"I did some knife sharpening and dock, and I am currently working in styro," he says. "This is where we load tracks and fill lid dispensers to send boxes to the processing floor."

Robo's day starts by greeting everyone on his radio "with a radio check to make sure it is working to start everyone's day off with a smile," he adds.

He has also seen many changes over the years in terms of equipment automation, which has made the plant more efficient.

"The best part of working at the plant is the people," he notes. "We have become a family."



# New Freight Vessel to supply Mowi sites



GNN's Mars Rustler on the job for Mowi Canada West



A new freight vessel supplied by **Gwa'sala-Nakwaxda'xw Nations** (GNN) is helping Mowi Canada West streamline its marine freight operations.

**Cyrus Singh**, CEO at **k'awat'si Economic Development Corporation** (KEDC), a subsidiary of GNN, notes the Mars Rustler landing craft was originally built as a war vessel for the beaching of equipment and tanks. At 75 feet, the vessel holds a freight and transport capacity of 130,000 pounds and an eight ton crane for loading.

It made its first run in September, delivering freight to Doyle, Duncan and Bull Harbour.

"Having a dedicated freight vessel means that we spend a lot less time sourcing vessels and organizing freight deliveries," says Port Hardy Area Production Manager **Riley McFadyen**. "We now have a set schedule and the sites know exactly when their freight will arrive and can plan accordingly."

"It also allows our area work boats to focus on projects and not get pulled off to assist with freight

deliveries. This means that we can stay on schedule and focus on having the sites ready for smolt entries and treatments harvest."

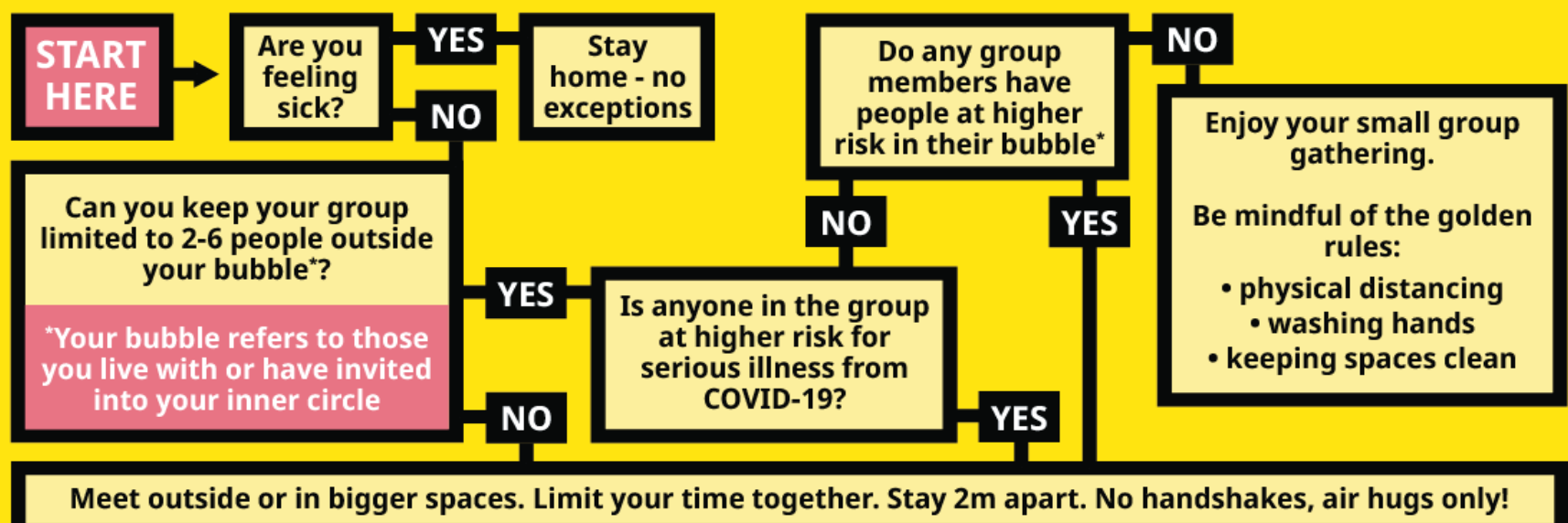
Singh observes, "It is symbolic that this vessel has been transformed into an economic engine that is being utilized to serve the interests of the GNN, a people who continue to fight for their economic self-determination."

This vessel will complement and add to the fleet of transport vessels that currently service the North Island.

"Working with partners such as Mowi Canada West, **k'awat'si Marine Services** (KMS), a subsidiary of KEDC, continues to move forward with the goal of becoming a marine transport powerhouse," Singh states. KMS is building on its current platform, expanding services to both industry and neighboring nations that require freight and cargo support.

"In the future, KMS hopes to acquire other vessels and get more members actively working in the territory, reaffirming GNN's unbreakable connection to the land and sea."

## Social gatherings: what to consider





# Mowi Family Mourns Passing Of Alfred Vincent

**W**e were deeply saddened by the news that our colleague **Alfred Vincent** passed away. He started working for Mowi in September 2001 and throughout that time he has worked at many of Mowi's sites, most recently in the Broughton. "Alfie" will be remembered fondly by everyone who met him; some of our favourite memories are shared below:

## Kelly Osborne:

"Alfie was a man of few words but I had the impression that he loved being on the water, and working on the farms with his co-workers was very important to him. He was always a pleasure. I will really miss seeing him out there."

## Blaine Tremblay:

"I had the pleasure of first meeting Alfie while he was with the Potts Bay team. We were reviewing ergonomic safety practices for hand feeding at the time due to the high repetitive motions required for the task. While I was working with Alfie, he ended up teaching me a whole lot more about feeding than I ever imagined and displayed his skill and art of the process. He truly loved looking after his fish and cared for them. It was a day I will never forget and learned a lot more than I came to teach that day."

## Dereck Frank:

"I was working at Potts 1 and we were having a hand-over crew meeting with both shifts. Craig was speaking and asked if anybody had anything to say. I spoke up and told Alfie to quiet down as Craig was speaking; everybody started laughing as we all know Alfie was a man of very few words. Alfie took it quite well, and that is something that is going to stick out with me. Though he was very quiet, he was a very friendly guy."

## Kelly Tufford:

"I never worked with Alf as he was on the cross shift once at Wicklow feeding smolts, but every time I saw him, in town or in the Broughton, he was always friendly and



Alfred Vincent

had a smile on his face."

## Dan Pattison:

"Alfie always had a smile on his face. He rarely complained and when he did, it was quickly followed up by a shrug and a friendly chuckle. I remember scrubbing buckets in the rain with him and still, he had a smile on his face, cracking jokes, keeping my morale up. There was no drama with Alfie...just a great guy."

## Renée Hamel:

"I briefly worked with Alfie for a few weeks doing brood sorts at Potts Bay in 2013. He was very kind to me and it was comforting as I was brand new to the company. I remember him always grinning and in good spirits, even when the work was hard and the days were long. So many of us in the Mowi family have worked with Alfie over the

years and I am glad that I am fortunate enough to be one of them."

## James Rogers:

"Alf was an honest and reliable worker. Whenever I talked to him when he was feeding, he always knew how the fish were behaving and what the water conditions were and what he expected to happen next, which is what I was looking to hear back from people feeding."

## Dave Ashcroft & Ian Roberts:

"We were fortunate to work with Alfie when he began his career as a salmon farmer near his home town of Kyuquot. He was a gem right from the start. No matter if he was having a good day or a bad day and giving you some unwanted news, he would always do it with his big smile. Alfie was a kind, unassuming and thoughtful man, and

he just wanted to work hard and do good. He did exactly that, and he will be so missed by all of us who had the pleasure of working with him and knowing him."

## Diane Morrison:

"My earliest memories of Alfred were in Kyuquot. Alfie was always willing to do the hard work and had a smile on his face. The only thing that would get in the way of that great work ethic was the NHL. If there was a game on, he wanted to be in the house to watch it and that was okay. Alfie was one of our best and most patient feeders, out on the system with the old camera carts, all day long, in all kinds of weather."

On behalf of Mowi, I wish to extend our heartfelt condolences to Alfred's family and friends.

He will be missed. Rest in peace, Alfie."



# Mowi Canada West Wins Prestigious International Awards with Learning & Development Partner, Vivo Team

**M**owi Canada West, along with Vivo Team, won two coveted Brandon Hall Group Excellence Awards:

- Gold Award for Best Team Development Program.
- Gold Award for Best Advance in Measuring the Impact of Leadership Development.

Award entries were evaluated by a panel of veteran industry experts, Brandon Hall Group analysts, and executives. Their evaluation was based upon the following criteria: fit the need, design of the program, functionality, innovation and overall measurable benefits.

"Organizations around the world highly value Brandon Hall Group Excellence Awards – so much so that we received a record number of applications in the middle of a global pandemic," said Rachel Cooke, Brandon

Hall Group COO. "The awards provide valuable recognition and validation of best practices in all areas of HCM at a time when they have never been more important to both employers and employees."

Mowi Canada West has committed to a continuous learning experience with Vivo Team focussing on leader and team development, virtual instructor-led training, individual and group coaching, behavioral analytics, and access to Vivo Team's learning experience platform.

Read a case study on the program here – <https://vivoteam.com/customer-stories/mowi-case-study/>

*Having two of my direct reports participating in the same program has been very beneficial.*

*We are able to speak the same language when it comes to accountability, coaching, and*

*improving on leadership skills.*

*I have been able to use specific real-life situations to work through with our 1 on 2 coaching sessions. Sometimes I am able to share the exercise with one of my direct reports and work through the problem together using the tools we are both learning in the VIVO leadership program. This provides great reinforcement.*

**Andrew Foy –  
Finance Director**

*I got enrolled into the VIVO management training early this year; it was a good decision since more than 50% of my direct reports were already enrolled. It has allowed us to improve our active listening and communication which, nowadays, a lot of it is through Teams or over the phone.*

*I'm very grateful for the opportunity Mowi has given to us all. It is great Management training*

*and the format fits our busy flexible schedules, and the content is always there if you want to go back and review any of the topics of any session.*

**Juan Carlos Sanchez Millar –  
Freshwater Production Director**

*I started the Vivo manager training about a year ago with several other Mowi managers. This online training course focuses on developing leadership in our dynamic business. My take-away with Vivo is that they have helped me create a leadership style that fits my moral compass. I have improved my ability to mentor and coach my management team. I appreciate Mowi for the opportunity to participate in this excellent management training. I would say my management team benefits the most.*

**Fabian McCarty –  
Klemtu Production Manager**



**MOWI®**



**vivo**  
team development



# Mowi Assistance Contributes To Goldstream Salmon Enhancement Success

**M**aterial and technical support from Mowi Canada West has made a significant contribution towards the success of the **Goldstream Volunteer Salmonid Enhancement Association (GVSEA)**.

**Peter McCully**, Technical Advisor for GVSEA, the NGO that operates the **Goldstream River Hatchery** in Greater Victoria, says the Association is a multi-faceted operation and supports numerous activities:

- An education program where classroom incubators receive eyed eggs from the hatchery. Last year over 100 classrooms in six lower Vancouver Island school districts took part in this initiative.

- Ongoing research conducted through **Royal Roads University** and the **University of Victoria**.



GVSEA Technical Advisor Peter McCully

- Stock assessment data is gathered for DFO Stock Assessment Division in five lower Island watersheds.
- Eyed eggs and fry are provided to enhance or jump start salmon returns in eight

watersheds over and above Goldstream River. Before receiving such support from the Hatchery, the salmon returns to these waters were on the verge of extirpation. Now some of these streams are enjoying self-sustaining populations.

- The construction of a series of five fish ladders in a watershed that formerly did not support salmon due to impassable falls. Subsequent to the completion of these ladders, fry were transferred to this watershed. The result is that there is now a self-sustaining run of coho salmon utilizing this watershed.

"The fact that so many school children have received the benefit of the Stream to Sea program speaks well to the education support," McCully states. "Additionally, we now have a self-sustaining salmon population in a stream that winds through four municipalities.

Several other watersheds would no longer enjoy salmon returns were it not for the efforts of this volunteer Association."

GVSEA was founded in 1991 and McCully started with the organization as a volunteer in 1975. He also has a consulting contract with Fisheries and Oceans Canada to provide technical support to other community based initiatives involved in aspects of salmon enhancement, habitat restoration, education and outreach and stock assessment.

"I provided a good measure of the technical support in Fish Culture and Hatchery Operations at GVSEA, but none of these activities would enjoy the success they have without the terrific involvement of the volunteer community and the support provided by Mowi in terms of materiel and technical support," he 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 Safety Week is coming!

## October 26-30



**W**e are ONE Mowi. The safety of every single person at Mowi is our number one priority all year round. It's something that is everyone's responsibility and it requires daily focus, training and practice from all of our teams. We want to use our first Safety Week, running from October 26-30, to re-focus on what we can all do to make Mowi as safe a workplace as possible.

During Mowi Safety Week, we'll launch our new Mowi Safety Policy, along with an instruction guide book, toolkit and helpful links for people to sign-up for virtual training, access resource materials for site activities, quizzes and much more to allow everyone to be interactive and get involved.

This Global Safety Week will be our latest "One Mowi" Health and Safety support initiative that will help align everyone together in our Health and Safety commitment to people and operational excellence. Mowi Connect will be a key resource during Safety Week and we encourage all sites to review

daily for new content releases.

Our global health and safety team collaborated and together, decided this would be an excellent opportunity for 'One Mowi' to share our experiences, successes, lessons learned, align our safety strategies, best practices and new initiatives in a week-long campaign together.

This will promote global safety sharing to a new and exciting level!

During safety week, everyone can expect to see the following:

- Leadership health and safety introduction by our Chief Human Resources Officer at Mowi ASA
- Health and safety media experiences
- Posters and other supporting work-site culture materials
- Online safety trivia games
- One point lesson activities
- Guest presenters
- Testimonial competition
- BrainSafe workshop activities
- Red Zone campaign
- Much more...

## The Safety Of Every Single Person At Mowi Is Our Number One Priority

Join us for our very first MOWI Safety Week 26-30 October 2020



- Raise safety awareness
- Celebrate a common global safety vision
- Connect and learn with other global business units

Look forward to quizzes, workshops, media, prizes and a global focus on the safety.

# Safety Week Schedule

|       | OCT 26<br>Monday  | OCT 27<br>Tuesday   | OCT 28<br>Wednesday   | OCT 29<br>Thursday  | OCT 30<br>Friday                                     |
|-------|---|---|---|---|--|
| 7:00  | Release workshop / One Point Lesson Release – Global Policy                     | Release workshop / One Point Lesson   | Release workshop / One Point Lesson                             | Release workshop / One Point Lesson   | Release workshop / One Point Lesson                  |
| 8:00  | Daily Kahoot Quiz (Time subject to change to accommodate Global Business Units) | Daily Kahoot Quiz   | Daily Kahoot Quiz   | Daily Kahoot Quiz   | Daily Kahoot Quiz                                    |
| 9:00  | Opening Statement and policy (MOWI CW Director TBD).                            | BeSafe Teams Online Presented by Dan Pattison                                 | BeAware Teams Online Presented by Graham Byatt                  | BeResponsible Teams Online Presented by JHSC Mowi Rep                         | BeVocal Teams Online Presented by JHSC Mowi Rep      |
| 10:00 |   |   |   |   |  |
| 11:00 |   | Body Safe Teams Online Presented by Rob Fontaine Co Presented by Ashley Cross | Earthquake Prep Teams Online Presented by Dan Pattison          | Body Safe Teams Online Presented by Rob Fontaine Co Presented by Ashley Cross |  |
| 12:00 |   |   |   |   |  |
| 1:00  |   |   | Confined Space Awareness Teams Online Presented by Jay Everette |   | Gas Detection Teams Online Presented by Jay Everette |
| 2:00  |   |   |   |   |  |
| 3:00  | Daily Kahoot Quiz (Time subject to change to accommodate global Business Units) | Daily Kahoot Quiz   | Daily Kahoot Quiz   | Daily Kahoot Quiz   | Daily Kahoot Quiz                                    |



Throughout the week there will be an opportunity to contribute your thoughts on safety through the RED ZONE project. There is also the chance to enter the Mowi Testimonial Competition. Information on these can be found in the Global Safety week 2020 guidebook.

BRAINSAFE refreshers have been made available to all site managers please take the opportunity to review them if you haven't done so recently.