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CANADA



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Did you Know?

If you attempted to count to stars in a galaxy at a rate of one every second it would take around 3,000 years to count them all.

Can you solve this Puzzle?

How far can a dog run into the woods?

Answer on Page 4

Comments about this Newsletter?

Please email comments, articles and ideas to Ian Roberts, Communications Manager at ian.roberts@marineharvest.com

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12th Annual BC Aquaculture Achievement Awards



Aquaculture workers and suppliers were out in full force on Saturday, February 26th to celebrate their star performers at the 12th Annual BC Aquaculture Awards gala dinner at a sold-out venue in Campbell River.

The event is organized each year by Positive Aquaculture Awareness (PAA), a grassroots group of industry suppliers and workers with a simple goal – to promote positive awareness of the aquaculture industry.

“It is gratifying to have so many people here tonight celebrating the aquaculture industry we are all so proud to work in and support,” said PAA President, Cory Percevault. “It is an honour for Positive Aquaculture Awareness to host the Annual BC Aquaculture Achievement Awards night in recognition of the hard working British Columbians who contribute to producing a healthy aquaculture product in our BC coastal communities.”

Officials attending the gala included Campbell River Mayor Charlie Cornfield, Councillors Andy Adams and Ryan Mennie.

Everyone enjoyed dining on farmed fish (Salmon and Sablefish) and shellfish (Oysters and Mussels) prior to the

announcement of the winners of the seven awards in the following categories: Aquaculture Business of the Year, Environment, Leadership, Long-Term Recognition, Outstanding Employee Performance, Outstanding Manager Performance and Rookie of the Year award.

MHC’s Kelly Osborne (on left) was presented with the Outstanding Manager Performance Award from award sponsor Wade Kaskiw, General Manager of AKVA group North America.

Kelly, Production Manager - Broughton, was awarded this for “his strong commitment to see that the local community benefits from his operations. Kelly has worked hard to ensure staff and contractors are recruited from local communities such as Alert Bay and Port McNeill and has organized several First Nation Elder tours to his salmon farms to help foster new relationships.”

Marine Harvest Canada was well represented in the other categories as well with runner ups in the Environment and Leadership categories. Runner up for the Environment Award was MHC’s Sharon DeDominicis, Environmental Sustainability Manager. Runner up for the Leadership Award was MHC’s Jason Swartz, Site Manager at Hardwicke/Phillips Arm farm sites in Campbell River North.

Congratulations to all of this year’s Award Recipients and Award Nominees! Please visit the PAA Website at www.farmfreshsalmon.org to view the finalists in the other categories.



Have a say in the future of your coast

PNCIMA Notice to the Public - You are invited to the Pacific North Coast Integrated

Management Area (PNCIMA) initiative advisory forums on February 28 – March 11, 2011.

This is an opportunity for local community members to learn about the initiative and have a say in the future of your coast. These are the first of a series of forums to be held over the next two years.

At these meetings, we will be discussing the following priority issues for PNCIMA:

- Economic strategies
- Marine transportation and vessel safety

- Fisheries (commercial, recreational and First Nations)
- Marine protection

We hope you can join us in one (or more) of the following locations:

- Bella Coola – February 28, Bella Coola Valley Inn, 4411 Mackenzie Street. *Meeting will be rescheduled to March 14 in the case of inclement weather.
- Campbell River – March 2, Maritime Heritage Centre, 621 N Island Highway.
- Port Hardy – March 3, Providence Place Inn, 7050 Rupert Street.

- Kitimat – March 7, Kitimat Valley Institute, 1352 Alexander Ave.
- Prince Rupert – March 9, Crest Hotel – Skeena Room, 222 1 Avenue West.
- Skidegate – March 10, Skidegate Community Hall, Front Street.

Meetings will take place from 6:00 – 9:00 pm. Refreshments will be served. Check pncima.org in the coming days for meeting agendas and materials. Please join us. Please help spread the word. If you can't attend one of the meetings in person, tune in to our on-line webcast on www.pncima.org on Wednesday March 9 at 6:00 pm.

Food Safety at the Port Hardy Processing Plant

By Dave Pashley, Processing Manager, PHPP

Food Safety at the plant is always our priority and over the past number of years many improvements have been made.

With the addition of Julio Osorio, Manager of the Quality Assurance Department, staff training has been taken to a whole new level. Julio and his team have focused on not only training for the hygiene team but also for the QA team, the processing crew and management team. You might notice when you visit that the plant looks and smells clean, that's because it is!

In the Port Hardy plant there has been many changes, some more noticeable than others.

The most obvious change made that affects all of us is footwear. You are now asked to remove your outside footwear and put on inside only shoes; these shoes are required everywhere inside the building.

Other changes and investments that you might not have noticed are:

- Barriers for entering the process rooms containing gear up areas, boot racks, and sinks. These hygiene zones ensure that we are keeping the dirty environment outside where it belongs. The inside only boots are washed, sanitized, and dried every night, ready for the next day

- We have installed a modern central cleaning system consisting of pressure washing stations throughout the process areas, hot water, and a belt and equipment cleaning system.
- Walls that provide a barrier between primary and value added processing to prevent possible cross contamination between primary processing and value added.
- Locker rooms for the processing crews.
- Removal of all the vacuum system cyclones from inside the plant along with a new suction system to provide improved cleaning of the salmon. This prevents any possible cross contamination from the dirty side of the vacuum.
- An automated hot water tote washing system that washes and sanitizes all the process totes. This system ensures that the totes are all properly cleaned and sanitized
- The installation of an industrial pipe cleaning system that pressure washes and sanitizes all the piping networks including the pumping system from the boats to the plant. These piping systems are hard to clean and this system ensures that the pipes and pumps are cleaned inside and out.

- The reduction of many “vectors” or pieces of equipment that are hard, if not impossible to clean that would increase the opportunities for bacteria to take hold. Many of these have been either completely removed or redesigned for better product flow and improved hygiene.
- We installed an industrial washing machine to wash and sanitize all tools and small parts. This machine is like a dishwasher on steroids, we can put most of the small parts and tools in the machine and know that they are getting properly cleaned and sanitized each night.
- An automated ice delivery system to ensure that ice is delivered to the plant in a fast and sanitary manner.
- Uniform laundry service to ensure we have clean, sanitized uniforms everyday.
- The Food Safety Lab in Campbell River is continually providing us with feedback and results of our sampling and testing program.
- New conveyor systems in value added that are hygienically designed for effective cleaning

All these changes add up to a huge investment of capital, time and employee commitment. Are we finished? The simple answer is no, when it comes to Food Safety we are never really finished.



Our Mission is Clear: To Conquer Cancer



The 3rd Ride to Conquer Cancer takes place June 18th and 19th from Vancouver, BC to Seattle, WA.

Jannie & Jacob Koomen will be fundraising for the BC Cancer Society and hope that they can get much support from Marine Harvest employees to reach their goal of \$5000.

Jacob, MHC'er at Sayward North Hatchery, will be riding on the tandem with his wife Jannie with some 2000 other cyclists.

Jacob says "I know that alot of Marine Harvest employees have lost family and friends due to this disease so we are riding with that in mind on our Tandem "Spirit Rider". "

Funds from The Ride support important cancer research at the BC Cancer Agency, focused on advancing new understanding of cancer with the goal of developing new therapies to extend and save more lives. The first year, the Ride to Conquer Cancer raised a total \$6.9 million and last year \$9.6 million.

The BC Cancer Agency is a world leader in cancer research and care. It provides a comprehensive cancer control program for everyone in British Columbia, including cancer prevention, screening and early detection, diagnosis, treatment and care, patient and family support services, rehabilitation, and end-of-life care. The BC Cancer Agency's ability to conduct innovative, creative research is dependent on donor philanthropy invested in its research studies and programs.

To support Jacob and Jannie Koomen, go to the website www.conquercancer.ca Participants #251070-5 and #251069-1
Any amount will be greatly appreciated. Thanks a million in advance, Jannie & Jacob Koomen

Donate it and they will come



Just 20 minutes north of Campbell River, at the south end of Roberts Lake, a new fishing dock and day use area is nearing completion.

The site is in the process of being upgraded to allow full handicapped access to the beach and the fishing dock. Several years ago the Campbell River Fish and Wildlife Association (CRFWA) decided to pursue ways to increase opportunities for fresh water fishing for our community. The latest project started with a generous donation of a dock and ramp from Marine Harvest Canada. The wharf and ramp were rehabilitated free of charge by Dennis Bellavance of DKS Industries.

This joint project, sponsored by the CRFWA and the Ministry of Natural Resource Operations, creates an exciting new opportunity to enjoy our spectacular outdoor treasures.

Photo submitted by Shane Renouf



Congrats Carol!!



Congratulations to Carol Saysell, Lead Hand Value Added at the Port Hardy Processing Plant! She is the winner of the draw for the Vancouver Canucks Getaway Package! Carol will be taking her sweetie to the Vancouver Canucks Game on March 18th!

Marine Harvest Canada held a draw at noon on Monday, Feb 14th for the Vancouver Canucks Getaway! This package was auctioned off at the Pacific Salmon Foundation Dinner and Auction on Saturday, Feb 5th and was “won” by Marine Harvest Canada. All Marine Harvest Canada full time employees were eligible for the draw and were automatically entered.

The Vancouver Canucks Getaway Package has a value of \$1200!!!! Includes 2 tickets to the game on Friday, March 18th @ 7 pm – Vancouver Canucks vs Phoenix Coyotes.

1 night hotel @ Rosedale on Robson
Flights for 2 return via Pacific Coastal

Wiser about salmon farming



Manager Doug Knudson (second from right) and his staff at Shaw Point were happy to host Tobias Aguirre, Oscar Zelaya and Matt Owens of FishWise at their salmon farm in January, along with Catherine Stewart of Living Oceans Society. FishWise is “a non-profit organization designed to improve the sustainability and financial performance of seafood retailers, distributors, and producers.” To learn more about FishWise, please visit <http://fishwise.org/>

Vessel & site staff aid boat in distress



By Gina Forsyth



Amidst a blustery day in January, Marine Harvest staff in the Broughton aided a local fishing family in distress and helped avoid a potentially dangerous situation.

The boat, with three crew members aboard, ran into engine trouble but lucky for them, help was literally just around the corner. “They couldn’t maneuver their boat and were at the mercy of the wind,” said Len Wells, Port Elizabeth Assistant

Manager, adding that the boat was “quickly headed for the rocks”.

“We were busy installing net stands on the site when the mayday was received from the Coast Guard,” said Len. The Sea Roamer vessel was at the site and immediately headed out to assist. Another vessel, Marine Harvest’s Salmo 11, which was en route to Port Elizabeth and received the same mayday, reached the vessel first

and towed it to the Port Elizabeth farm site.

The crew was really glad we were so close. It can be pretty desolate on the water at this time of year, said Len.

The staff at the Port Elizabeth site, which is located on Gilford Island, hosted the crew and made sure they were comfortable while they waited for further assistance.

Len thanks everyone involved for their help that led to such a happy ending.



Love of Salmon leads to gratifying aquaculture career

By Gina Forsyth



Some people land in a career more by accident or circumstance than through a conscious decision. But for Graeme Bull, Assistant Manager at Sayward North Hatchery and Vaccination Supervisor, joining the aquaculture industry was entirely deliberate.

Born in Terrace and raised in Abbotsford, where his family lived and worked on a farm, Graeme finished high school in 1986 and completed the Fisheries and Aquaculture program at Malaspina College in Nanaimo two years later.

Being surrounded by a variety of animals on the farm meant that raising them was a natural part of my life, he said. This interest, as well as Graeme's post-secondary education, led him to work in salmonid enhancement in Port Hardy. The non-profit society he worked for had contracts with the province and the federal government to raise steelhead and Pacific salmon. "I've always been a strong advocate for the public recreational fishery," explains Graeme, adding that dwindling resources for salmonid enhancement distressed him.

Graeme made the switch to aquaculture in 2000, when he became manager of Stolt Sea Farm's Georgie Lake net pen sites north of Port Hardy, which until recently raised smolts.

For Graeme, the best thing about working for Marine Harvest is the company's commitment to community involvement, especially as it relates to providing support for salmonid enhancement through equipment and feed donations.

Graeme and his wife of 14 years, Kim, who is a biologist, moved to Campbell River in late 2010 with their two daughters after more than 20 years in Port Hardy. Nicky, the former resident cat at Georgie Lake also made the move with the Bull family.



Feed management advancements on the farm

By Gina Forsyth



Changes to Marine Harvest's feed management regime allow for more variation in site strategies while continuing to provide consistent and efficient growth throughout the business unit. "We have recently shifted from looking at the feeding behavior of the fish at depth and are focusing more on what's happening on the surface," said Feed Manager Tim O'Hara. It's difficult to accurately interpret when fish stop eating, he added, saying that the company is now using the feed management principle that as long as the fish have enough feed to meet their growth potential, they will increase their weight

at a satisfactory rate and be harvest-ready at the appropriate time.

Immediately following the merger, it was critical that all sites moved in the same direction at the same time in regards to feeding. Feed guidelines that weren't necessarily as flexible as they had been in the past were introduced in order to provide consistency. "Now that everyone is singing from the same song sheet, since late last summer, we've been more able to take into consideration site variables such as environmental and staff fluctuations. This means giving back a larger degree of control over feeding to each site and becoming more flexible as circumstances dictate.

Because such a large portion of a site's operating cost is feed, it's crucial to ensure that every pellet finds a mouth and that every fish has plenty opportunity to "sit at the table" at each meal. With the new feeding regime, each pen is fed for a minimum of 40-45 minutes per day, at a rate that

makes certain every pellet that enters the water is eaten, explained Tim. In order to accomplish this goal, a minimum feeding time and maximum rate of feed per minute was introduced. Although the improvement in feed conversion rate (FCR) is starting to flatten off, Marine Harvest continues to pursue further substitution of marine proteins and oils with poultry and veggie products in feed. This will decrease the marine index (the amount of factory fish swimming in the ocean that is needed to produce a kilogram of farmed salmon).

We're at a point where large improvements in FCR have already happened so we're looking to feed management to further fine tune inputs to the day to day needs of our fish, commented Tim. The introduction of a feeding behavior scale that is used by all sites helps with this. The key is to ensure widespread distribution of feed over the entire pen for a consistent amount of time fuelling the nutritional needs of the fish and not how much they can eat.

A Report to our Communities

2010 highlights include new technology, more local investment

When **Marine Harvest Canada** closed the books on 2010 we were satisfied with another profitable and productive year.

We raised, processed, and sold 33,500 tonnes of fresh, high quality Atlantic salmon for customers in Canada, the United States and Asia.

At year-end we had 570 full-time employees, once again making us the largest private sector employer on northern Vancouver Island.

Other highlights included:

- We contributed more than \$400,000 to salmon enhancement projects, community charities and local sporting teams from Nanaimo to Klemtu-- and several towns in between.
- Continued to strengthen our relationships with the First Nations in whose traditional territories we operate. In 2010 we signed a collaborative agreement with the We Wai Kai (Cape Mudge), Wei Wai Kum (Campbell River) and K'omoks First Nation. We now have agreements with seven Nations and two First Nation owned businesses.
- Over \$10 million was invested in new technologies, including advanced water treatment systems at our Port Hardy processing plant and new recirculating aquaculture systems at our freshwater hatcheries.
- Steps were also taken towards testing the viability and practicality of land-based closed containment systems for raising our fish to harvest size. We have detailed a specific project and will seek funding for this important research project.
- Finally, we tested our operations against worldwide salmon aquaculture standards in preparation for eco-certification. Some areas were identified where we need improvement, and some of the standards as currently written were shown to be not suited to BC's marine conditions and geography.



Despite a worldwide economy still facing some challenges, we expect our strong team of people and their commitment to the health and quality of our fish will see us through another stable and steady year of success.

In a few months we will have our 2010 Corporate Sustainability Report available on our website.

In the meantime, if you have any questions about Marine Harvest and our business please feel free to call us at 250-850-3276 or e-mail us at communication@marineharvestcanada.com.

Vincent Erenst, Managing Director



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