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CANADA



Wharfside

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In This Issue

Taking Certification to the Next Level 1
 Reality Week for the Office Jockey 2
 MHC welcomes Dean Dobrinsky 2
 “Iron Mark” brings it on 2
 Welcome MHC small fry! 3
 New Klemtu Ferry Dock now open 3
 CRS Photo Contest Results 4
 MHC PHPP steps up to
 the plate - OrcaFest 2011 4
 Life on the water a long held passion
 for Senior Vessel Master 5
 Broughton Monitoring Plan a ground
 breaking cooperative initiative 5
 Homalco Bears of Bute 6
 MHC Event Trailer debuts
 at the Richmond Oval 6
 Orca Chief a popular attraction 6

Did you Know?

The fattest knight at King Arthur’s round table was Sir Cumference. He acquired his size from too much pi.

Can you solve this Puzzle?

Two girls are born to the same mother, on the same day, at the same time in the same month and year and yet they’re not twins. How can this be? 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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Taking Certification to the Next Level

By Clare Backman, Sustainability Programs Director



At Marine Harvest we take our business very seriously. You only need to read our Mission Statement to see how we approach food safety and environmental sustainability. From the very early days we decided

to use the best available scientific information to develop our own best practices. This was “certification 1.0”.

Ten years ago we realized that we needed to openly demonstrate our good internal practices, legal compliance and commitment to continual improvement. In 2011, we will celebrate a full decade of certification under ISO 14001 with an Environmental Management System that documents our commitment to sustainable practices and measures our success in meeting specific targets for improved environmental performance. Under ISO we have developed controlled documents and consistently applied standard operating procedures across the company for every action where we may cause impacts to the natural world. This “certification 2.0” raised our profile amongst our business colleagues and increased our credibility with governments.

But pursuit of excellence never rests and we are now ready to move to the next level: independent third party audit of our business practices compared to internationally accepted standards of excellence.

Around the world people are concerned about the health of the planet. They don’t want to support illegal, unreported or unregulated

fisheries nor do they want salmon aquaculture to degrade the environment. International certification for salmon is available and Marine Harvest encourages all our business units to adopt the Global GAP (Good Agriculture Practices) standards. Achieving certification to Global GAP will require some new documents and procedures along with the training of internal auditors to work with Paula Galloway, our Certification Manager. The current plan is to be ready for the external audit by August of 2012. Global GAP is a widely recognized international standard for farmed salmon and is a required first step for salmon growers hoping to achieve a high profile ECO label standard such as the World Wildlife Fund’s Aquaculture Stewardship Council (ASC).

The ASC and Global Aquaculture Alliance’s (GAA) standards are still years away from being completed or applicable to our operations. In the meantime, we will be pleased to provide Marine Harvest Canada’s salmon that are certified to the Global GAP standard of excellence.





Reality Week for the Office Jockey

James Rogers, CRS Production Manager



From April 25th to April 29th, James Rogers worked with his Campbell River South Operations Team (CRS) washing nets and completing various operations tasks. He was looking forward

to turning off his phone and not checking email for a week but he quickly learned how difficult 10 hours a day of net washing can be.

“My first job when I arrived on site was to help Daryl with vessel and net washer maintenance and the next two days, I deck-handed for Ben on the Geo as we washed all the nets at Brougham Point.” he said. “On my last day, I deck-handed for Adam on the Kaso and we removed a disinfection tarp from a float, repaired some

anchoring at Conville Point and hauled gear into town.”

All in all, he really enjoyed his work week. “It was good to spend the week in camp with the guys, we worked hard during the day, had meals together and watched some playoff hockey.” he said. “I fully respected the guys before this for what they do but I have even more respect for them now after a full week of working in the operations.”

“Iron Mark” brings it on



The Production Department in the Klemtu Region would like to acknowledge Mark Wiegand for his hard work and dedication in the recent harvest cycle of Goat Cove.

Mark battled through many challenges during this harvest season and never came up short in the seine or delivering results.

Mark Wiegand is a seasoned salmon farmer bringing many years of production, operation and diving experience to Klemtu. His commitment to getting the job done was outstanding and included prolonged shifts and the ability to adapt to quickly changing environments.

At the end of the cycle just before he was to head off shift, I mentioned that Sheep Pass and Lime Point were on the horizon for harvest, he looked at me with one closed eye and a slightly crooked “lucky” Vancouver Canucks hat and said, “Bring it.”

Thanks Mark for a job well done.

Submitted by Mike Sharko, Klemtu Production Manager



New HR Director at MHC



I am pleased to welcome Dean Dobrinsky as our new HR Director.

Dean joins us from Quesnel where he worked as Employee Relations Manager for West Fraser Timber Co. Ltd,

a large integrated forest products company with more than 30 operations in Canada and the USA. Since 1998, Dean has held various positions with West Fraser covering the full span of HR responsibilities such as employee

and labour relations, training and development, performance management, recruiting & selection and occupational Health and Safety. Prior to his work with West Fraser, Dean has held several positions as a Health and Safety coordinator/ advisor.

Dean holds an MBA in Human Resources and Organizational Development from the Royal Roads University in Victoria and an Occupational Health and Safety Diploma from the BC Institute of Technology.

An avid downhill and cross country skier, Dean has also been very active in the communities he lived in; for example, as a certified soccer and hockey trainer. Dean is married to Sarah

and they have two children, Jake and Chloe. In September, Dean and his family will move to the Campbell River area.

Dean will soon be visiting a few farm sites as well as the processing plant in Port Hardy. Dean will also visit our Klemtu operations.

With his extensive experience and education in the HR field and his positive and energetic demeanor, I am convinced Dean will make a strong contribution to the company.

Please welcome Dean to Marine Harvest Canada.

Vincent Erenst, Managing Director



Welcome MHC small fry - 2 Boys and a Girl!



Caleb Orion McFadyen

July 13th, 2011

7 lbs

Starr, Riley and Paige are excited for this addition to their family!



Alice Louise Schelter (Ali)

Aug 5th, 2011, 7lbs 12 oz

Proud parents are April and Craig Schelter. Mom and baby are doing very well. Ali would like to thank the staff at Sayward North for the flowers!



Rowan James Gaskill

August 17th, 2011

7lbs 7 oz

Proud parents are Suzi & Jamie Gaskill.

New Klemtu Ferry Dock Now Open



Elder Violet Neasloss and MC Ross Neasloss welcomed the hundreds in attendance and were on hand for the ceremonial ribbon cutting.

Mike Sharko, Production Manager for Klemtu, was one of the invited guests and was proud to be a part of such a monumental moment. "It was wonderful to witness how proud the community is of this achievement," comments Mike. "It is a beautiful terminal which will be a real boon to the village."

A canoe and totem pole were also unveiled that will welcome passengers to the "gateway to the Spirit Bear".

Kitasoo/Xai'xais Elected Chief Doug Neasloss says "The terminal means it will be easier and safer for Klemtu residents to access education, as well as deliver our fish and other products to market. Klemtu is the gateway to the Spirit Bear and we welcome the world to visit us."

Decades of planning has now come to fruition in Klemtu. In August, the Kitasoo/Xai'xais First Nation, invited guests and dignitaries celebrated the opening of a new ferry terminal that will welcome up to 638 passengers travelling on BC Ferry's Northern Expedition.



Since 1998, Marine Harvest Canada has partnered with the Kitasoo/Xai'xais First Nation and Kitasoo Seafoods in development of a state-of-the-art salmon aquaculture program that produces and processes 5,000 tonnes of farm-raised Atlantic salmon each year.

Photos submitted by Mike Sharko





Campbell River South Photo Contest Results

After running for 8 weeks and having numerous entries being submitted, the Campbell River South Photo contest has come to a close. The judges, Environmental Compliance & Community Relations Department's Tina McMurdo and Greg Gibson, had a difficult task of narrowing down their top 3 favourite photos. I am pleased to announce the top three finalists as the following.

- 1st place (and this was not rigged) goes to James Rogers for "Brougham Sweet Brougham".
- 2nd place was awarded to Mike Robson for his amazing picture of Fredrick Arm.
- 3rd place was awarded to Jeanine Sumner for her picture dubbed "The Canboy Picture".

To view other submissions to the photo contest, go to CR South in SharePoint.

On behalf of James Rogers and myself, I would like to thank all the photographers for participating and look forward to having employees share more of their photos in SharePoint in the future.

Paul Pattison, Site Manager, Sonora Point

MHC PHPP Steps up to the Plate - OrcaFest 2011



After short notice that the Church group who was planning on doing the salmon BBQ had to cancel, Port Hardy Processing Plant (PHPP) stepped up to the plate and made it happen! Thanks to our volunteers, Jacques (Marine Services) who brought the BBQ from Englewood (as the MHC Event Trailer was previously booked). Our cooks, Jacques and Pam, our servers, Amie, Juliana, Ronita, Ben, Kathy, Robin and his dad for setting

up the tent. The event went well, lots of people were served 120 pounds of salmon! We raised \$689 with proceeds going to the Harvest Food Bank in Port Hardy. We had a lot of laughs, and a great time. We are already planning for next year!

Submitted by Kathy Baker





Life on the water a long held passion for Senior Vessel Master

By Gina Forsyth



It was an article in West Coast Fisherman magazine and a sighting of a vessel he would later be responsible for that led John Olney to a career in aquaculture. As the Senior Master on the Orca Chief,

John oversees all personnel and maintenance on not only the Chief but the Orca Warrior and the Salmon Transporter as well. He is responsible for

more than a dozen staff. The boats move fish to farm sites and are also involved in grading.

John was a long-time commercial fisherman and began his aquaculture career with Orca Shipping after reading about the Orca boats arriving in BC and seeing the Warrior while he was fishing. "It appealed to me, I called Deane and he hired me right away," explained John. "I started as a deckhand and worked my way up". That was more than 13 years and one company merger ago and along the way, John earned his Master's Ticket through North Island College.

"I've got salt water running through my veins," John said with a smile, adding that the best thing about his job is seeing the coast every day and being on the water.

Born in Alert Bay, John is a member of the Mamalilikulla Band. He and his wife Heather live in Campbell River and have two grown daughters living in Nanaimo as well as one granddaughter. John's passion away from work is restoring old vehicles. He's currently busy with a 1934 Ford 3-window coupe to compliment the 1926 Model T truck he did for his wife.

Broughton Monitoring Plan a ground-breaking cooperative initiative

By Gina Forsyth

Collaborative partnerships are an integral part of the salmon aquaculture industry and Marine Harvest is proud to be a key player in one that is bringing together all sides of an issue. The Broughton Archipelago Monitoring Plan (BAMP) began last year as a multiyear lice monitoring and research program.

"This initiative is world class and brings together the crucial sectors of industry, government, researchers and ENGOs who have an interest in the effects of sea lice on juvenile salmon," said Sharon DeDominicis, Environmental Sustainability Manager. This process will give everybody a lot of answers based on solid science, added Sharon.

In addition to Marine Harvest, project partners are the five member groups of the Coastal Alliance for Aquaculture Reform, Fisheries and Oceans Canada, as well as Mainstream Canada and Grieg Seafood BC, the other two aquaculture companies operating in the Broughton. These same groups also shared the cost of funding the

program, which is set to run until 2014. Other key participants in BAMP are Dr. Crawford Revie, Canada Research Chair at the University of Prince Edward Island and Dr. Marty Krkošek of New Zealand's University of Otago.

A main objective of the BAMP program include sampling of juvenile wild salmon from approximately 100 sites during their spring migration followed up laboratory analysis of the sample to improve understanding of sea lice levels in the area. A key part of the project also includes integrating historical scientific data with 2010 data to research possible interactions between sea lice and wild and farmed salmon. The effectiveness of different farm management practices as well as improvement of sea lice transmission predictions is also included.

This level of collaboration and cooperation is ground-breaking within our industry. Along with Marine Harvest, everybody is working very hard to fulfill the commitment we've all made to



advance our mutual understanding of this issue, commented Sharon.

In 2010, nearly 7,000 fish were assessed in the field between March and June. Almost all fish captured were pink, with a small number of chum and coho included. While only a preliminary analysis has been done to date, early indications suggest that 2010 sea lice levels on juvenile salmon species are as low as recent years.

A website is set to launch within the next six to eight weeks. It will feature a comprehensive database and will incorporate both recent and historic wild and farmed salmon data that will place not only the 2010 lice count data in context of longer historic trends, but also all subsequent data from future years. The site will also include a history of the BAMP program.



Homalco Bears of Bute



Homalco Wildlife Tours celebrated the opening of the Bears of Bute orientation centre in August. Marine Harvest Canada assisted in funding the project along with other business and government sources. Located next to the beautiful Orford River in Bute Inlet, the bear viewing stations provide an up-close and natural setting to view grizzly bears and other wildlife.

The orientation centre is part of “a well balanced, integrated management plan for the Orford”, says Shawn O’Connor, manager of the project.

MHC staffers Chris Lewis, Eric Stoughton and Lance Page, and their guests were invited to participate in the opening celebrations and tour the river viewing stations.

For more information visit www.bearsofbute.com.

Photo - Lance Page was honoured to receive on behalf of Marine Harvest Canada beautiful artwork as a gift of thanks from Homalco First Nation band manager Alison Trenholm and councillor, carver and Elder Bill Blaney.

MHC Event Trailer debuts at the Richmond Oval



The MHC bar-b-que Event Trailer was in full gear on August 24th serving over 500 hungry international badminton players at the World Senior Badminton Championships held at the Richmond Oval. MHC was a major sponsor

of the event and provided the main course for dinner to players from all around the globe.

Photo - (l-r) Dwight Walden, Lori Walton, Ian Roberts, Tina McMurdo, Plessa Walden, & Mike Mulder

Orca Chief a Popular Attraction



Once again, the MV Orca Chief was a big attention grabber at the Maritime Heritage Centre’s 6th Annual Discovery Passage Boat Rodeo in Campbell River. Captain John

Olney and his crew were on-hand to tour the hundreds of interested folks through the impressive working ship.

The Orca Chief and Orca Warrior are Marine Harvest Canada’s fish movers and were built in Norway as dedicated aquaculture vessels over a decade ago.

The crew welcomed guests with platters of food, friendly smiles and access to all parts of the ship.

According to the crew, the most popular comment was “Wow, this vessel is really clean!”.

