



Looking forward to 2021

I have never felt as keen to move on to the next year as during this December. Undoubtedly the first few months of next year will not be easy with the turmoil of Brexit and the likelihood of Covid-19 consequences flowing from the Christmas period.

These are not especially fish-farming issues, so we are not alone, and being in this business has hardened us over the years, keeping us positive and looking forward to solutions and overcoming challenges. Soon the days will be getting longer, and after the middle of February the sea temperature will be rising – let us hope and assume this coincides with a national vaccination programme to finally give this Covid bug the boot by the summer. There is always light at the end of the tunnel, but more is required for a sector of our customers who, either directly or indirectly, do business with hotels, restaurants and catering companies. I truly wish them well for the coming year, as 2020 must have been a nightmare for them – much of our group's business depends on them.

We have had quite a few new license applications and renewals completed over the past months and are now hopeful that the Minister and his Department can indeed deliver on progressing these, much like how it has been done for the shellfish sector over recent years. It will not be plain sailing, but if there is progress then at least there is hope towards overcoming this terrible licensing saga that has held our sector back over the past 20 years.

Our business is still young and new to many who are not familiar with the coast – let alone fish. It is heartening to read about how well the sustainability of our protein production compares with others and this is something you should not be shy about when asked about your work.

We have much to be proud of, and much to look forward to – thank you for being part of this company. Have a cosy Christmas with family and (a select few) friends, wishing you a great New Year ahead.

Season's greetings,

Jan



Mowi retains position as world's most sustainable protein producer

Donegal-based salmon producer tops international charts for third consecutive year

Ireland's leading organic salmon producer and Donegal based firm, Mowi has topped the Collier FAIRR (Farm Animal Investment Risk & Return) Protein Producer Index for the third consecutive year. The index represents a comprehensive assessment of how some of the world's biggest farmers of meat, fish and dairy are managing their sustainability risks.

The assessment looked at environmental awareness, climate change, food safety and worker safety. While there are some very stark findings for meat and dairy suppliers, salmon farming companies rank as among the most sustainable and compliant. Mowi is again ranked as the overall best performer. There are in fact, four salmon producers in the top ten companies.

"We have adopted a global approach to climate change, through the development of a low-carbon business model. We have developed a low carbon transition plan which includes a comprehensive evaluation of our impact on climate change, relevant climate-related risks and opportunities, as well as proposals for climate change mitigation measures. We continue to work towards these targets and be transparent about our progress," said Mowi's Chief Sustainability Officer, Catarina Martins.

The authors of the Index were disappointed by the overall progress made by other sectors, especially meat and dairy suppliers, towards climate commitments. 86% of major meat and dairy suppliers failed to declare or set meaningful reduction targets for all greenhouse gas emissions. The authors of the Index felt that this undermined the vocal climate change commitments made by big household names such as McDonald's and Nestlé who currently use suppliers which score 1% or less on the Index's GHG criteria, meaning they do not declare any GHG emissions or have no public targets to reduce them.

The FAIRR Initiative also produced a 'Pandemic Ranking' which analysed specific criteria seen as vital to preventing future zoonotic pandemics. These include worker safety, food safety, animal welfare and antibiotic stewardship.

Commenting on the favourable score attained by Mowi, Chief HR Officer, Anne Lorgen Riise said: *"We take the health and safety of all our staff seriously. Across the world, Mowi has had to adapt, innovate and introduce new guidance and training to ensure that we could continue to provide a healthy protein source for consumers during this pandemic whilst minimising the risk of spreading infection. To be recognised by the FAIRR Initiative as creating a safe working environment is extremely significant for us."*

The company has also attained the Aquaculture Stewardship Council (ASC) salmon standard which is one of the highest international environmental and social sustainability standards in the fish farming sector for four of its Irish sites.

These awards represent an overwhelming endorsement of the Mowi brand and the high standards which the company consistently aspires to and succeeds in reaching. As a food production company, stock welfare and reaching the highest standards of production through best practice are of paramount importance.

Collier FAIRR Protein Index

The Index assesses the world's 60 largest publicly listed animal protein producers, worth a combined \$338bn. Firms are ranked against ten environmental, social and governance (ESG)-related criteria including GHG emissions, deforestation, antibiotic usage and working conditions.

The primary purpose of the Index is to enable and support investor decision-making on the protein sector. It is in fact, the world's only benchmark dedicated to profiling animal protein producers and showcasing critical gaps and areas of best practice in the sector.

You can read more about it here www.fairr.org/index/

Mowi Ireland staff donations



Pictured: Items donated by Rinmore Staff to Lifestart Services

Staff at Rinmore packing plant have organised the collection of 292 essential items such as food, clothing, toiletries, and toys for donation to local charity Lifestart Services.

In addition, staff contributed more than €750 to the charity, which will be matched by Mowi Ireland.

Lifestart Services is a nationwide home-visiting service with many years' experience in family support. Lifestart Services set up a fund called 'A Fund for Families' at the beginning of the pandemic to enable services throughout the country to support the most vulnerable by providing essential items such as clothes, food, fuel and much more. All funds raised goes directly to meet the needs of families across the country.

New Babies

Congratulations to Sales Coordinator, Darren Carr and Marie on the birth of their baby girl, **Clara.**



Mowi achieves A score for progress on climate change



We are delighted to reveal that Mowi has been recognised for leadership in corporate sustainability by global environmental non-profit CDP, securing a place on its prestigious 'A List' for tackling climate change.

CDP's annual A list recognised Mowi for our actions to cut emissions, mitigate climate risks and develop the low-carbon economy. CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. The world's economy looks to CDP as the gold standard of environmental reporting with the richest and most comprehensive dataset on corporate and city action.

Speaking about the achievement, Catarina Martins, Chief Sustainability and Technology Officer, said: "What a fantastic way to end 2020. It is our intention to lead the Blue Revolution and we have set ourselves tough targets on climate change over the next few years. To be acknowledged for what we have achieved to date by CDP, whose process is widely recognised as the gold standard of corporate environmental transparency, is really significant for everybody in the company."

Mowi is one of a small number of high-performing companies out of over 5,800 that were scored. Through significant demonstrable action on climate, CDP considers that we are leading on corporate environmental ambition, action, and transparency worldwide.

In 2020, over 515 investors with over US\$106 trillion in assets and 150+ major purchasers with US\$4 trillion in procurement spend requested companies to disclose data on environmental impacts, risks, and opportunities through CDP's platform.

A detailed and independent methodology is used by CDP to assess these companies, allocating a score of A to D - based on the comprehensiveness of disclosure, awareness and management of environmental risks and demonstration of best practices associated with environmental leadership, such as setting ambitious and meaningful targets. Those that do not disclose or provided insufficient information are marked with an F.

Paul Simpson, CEO of CDP, added: "We extend our congratulations to all the companies on this year's A List. Taking the lead on environmental transparency and action is one of the most important steps businesses can make and is even more impressive in this challenging year marked by COVID-19. The scale of the risk to businesses from climate change, deforestation and water insecurity is enormous, and we know the opportunities of action far outweigh the risks of inaction. Leadership from the private sector will create an 'ambition loop' for greater government action and ensure that global ambitions for a net zero sustainable economy become a reality. Our A List celebrates those companies who are preparing themselves to excel in the economy of the future by taking action today." You can read more about the full list at www.cdp.net/en/companies/companies-scores

Milestones

Three staff have recently celebrated 35 years of service to the company.



Pictured: Ellen McGonigle, Financial Administration Manager



Pictured Front L to R: Patrick McElwaine (Skipper), Dan Gallagher (NW Marine Maintenance Manager)

Rinmore Staff cooking Competition

Congratulations to Siobhan Sweeney for her Black Forest Gateau and Ricardo Santos - Spaghetti nero di seppia Mediterranean. Both winners will receive a €250 Gift Voucher for Neven Maguire Cookware.



Black Forest Gateau by Siobhan Sweeney



Spaghetti nero di seppia Mediterranean by Ricardo Santos

Competition



Win a €200 shopping voucher for One4All

For a chance to win this fantastic prize, simply complete the *Winter Spot the Difference* below by January 20th 2021 and return by post or email to: Maurice Kelly, Mowi Ireland, Rinmore, Letterkenny, Co Donegal F92 T677. Email: maurice.kelly@mowi.com

Spot the Difference

Circle the **SIX** differences in the Christmas picture below to be in with a chance to win.

Name:

Contact No:

Address:

Email:



Terms and conditions:

The competition is open to all employees of Mowi Ireland. There is one prize only. No cash alternative will be offered. The prize winner will be selected at random from all correct entries received before the closing date of January 20th 2021.

The judge's decision is final. No correspondence will be entered into. Only one entry allowed per person.

COMPETITION WINNER

Congratulations to May McLoughlin who is the winner of the 27th edition of the Mowi Ireland Herald's competition. May is a member of the Rinmore Primary Processing team and has won a €200.00 ALL4ONE voucher.

If you have any comments on this newsletter or ideas for future features please contact Catherine McManus at catherine.mcmanus@mowi.com or Maurice Kelly at maurice.kelly@mowi.com

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