

Sustainability Charter

A Better Future For Us All





Scottish Salmon: A Better Future For Us All

Salmon Scotland and our partner businesses – Team Salmon – will continue working to deliver on the sector’s Sustainability Charter and we will also continue to report on this progress.

This is the second update Scotland’s salmon sector have provided on our Sustainability Charter - A Better Future For Us All - published in 2020.

During the past year considerable steps forward have been made on our journey to be net zero in greenhouse gas emissions by 2045, in line with the government’s target.

Again, this progress update covers each of the 40 individual commitments our sector made.

It demonstrates our achievements, which ones are underway and initiatives that are now scheduled.

This is a team salmon effort across our production companies, the supply chain in every area of Scotland and by the Salmon Scotland team.

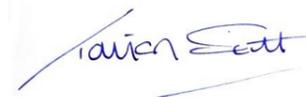
That is the only way that our sustainability approach, which is core to all we do in producing fish for the domestic and international marketplace, can work effectively.

Salmon from Scotland’s waters is an essential component of the blue economy, of how we feed people healthy, nutritious protein both here at home and across the world.

No matter where consumers live, they have an interest in the way in which we operate.

So all this work on the Sustainability Charter makes business sense too. Consumers care and that is at the heart of how we recognise how important this activity is.

2023 will be busier than ever as our companies innovate, develop and introduce new ways of operating that decrease their carbon footprint, improve their sustainability and report on these efforts. That is very exciting and ultimately satisfying.



Tavish Scott
Chief Executive, Salmon Scotland



A Better Future For Us All: Action Overview

6 Completed 27 On-going 7 Scheduled

Pledge One: Animal Welfare

1.1 1.2 1.3 1.4 1.5
1.6 1.7

Pledge Two: Environment

2.1 2.2 2.3 2.4 2.5
2.6 2.7 2.8 2.9 2.10

Pledge Three: Traceability

3.1 3.2 3.3 3.4 3.5
3.6 3.7

Pledge Four: Our People

4.1 4.2 4.3 4.4 4.5
4.6

Pledge Five: Our Communities

5.1 5.2 5.3 5.4 5.5
5.6 5.7 5.8 5.9 5.10



Pledge One: Animal Welfare

Throughout 2022, we have continued our engagement with stakeholders to further best practice on fish health and welfare throughout their lifecycle.

We have been continuing our work through the Scottish Government's Farmed Fish Health Framework (FFHF). The FFHF continues to support knowledge and research efforts surrounding the use and availability of medicines that improve fish health and welfare.

Salmon Scotland has continued our work to ensure robust welfare standards for farm-raised salmon through engagement with RSPCA Assured. We also represent the sector on their Technical Advisory Group.

Improving fish health and welfare remains a key focus for our sector. This year has been particularly challenging, and our farmers and health teams doubled-down on efforts to improve survival at sea.

As a sector, we have engaged with many activities which have supported sharing, and furthering, our knowledge surrounding fish health and welfare.

The research supporting our knowledge of algal blooms, such that we can manage and mitigate for their effects, continues with our member companies, partnering with the Sustainable Aquaculture Innovation Centre (SAIC) and academia.

Across the sector, farming companies have now standardised the way data is collected and recorded, setting us on the path to harness the collective power of our monitoring endeavours to better inform management decisions for the benefit of fish under our care.

We continue to engage in constructive dialogue with the Scottish Animal Welfare Commission (SAWC) to further the understanding of the complexities around prioritising animal welfare, the management of wildlife interactions and fulfilling legal obligations. Early in 2022, the SAWC visited a salmon farm in Loch Fyne to gain further insight into the issues first hand.

Salmon Scotland and its farming and supply chain members have also engaged fully with the Animal Welfare Committee (AWC, formerly the Farm Animal Welfare Committee, FAWC), in their review of welfare at the time of slaughter. Through visits to farms, facilities and harvest vessels the AWC have increased their understanding of current practice and we look forward to the conclusion of their review in 2023.



Pledge One: Action Points



1 Completed 5 On-going 1 Scheduled

1.1 Develop in partnership with the government, independently validated ways to monitor and measure the welfare of our farmed fish.

On-going

1.2 Establish a 'living a good life' standard for the fish in our care, adding to the high welfare standards already in place at our farms and facilities.

Scheduled 2023

1.3 Advance our work to ensure farms are capable of withstanding local marine conditions, keeping all farmed fish securely within sea pens.

Complete

Awaiting publication

1.4 Work with government and other users of Scotland's waters to introduce and apply best practice guidance for managing all animal welfare issues: farmed and wild.

On-going

1.5 Deliver continual improvement in farmed fish welfare by working with government, stakeholders and the supply chain to:

1.5a Commission research to better understand the potential impacts of climate change on salmon farming.

On-going

Project is underway

1.5b Improve the range of, and access to, prescribed veterinary medicines for our fish.

On-going

Work through the Farmed Fish Health Framework

1.5c Continue our investment in recirculating aquaculture systems, wellboats and farm infrastructure.

On-going

Several CAPEX projects underway across all farm infrastructure and wellboats

Pledge One: Case Study

Early Warning System

An online early warning system to help identify and share data on potentially harmful organisms in Scotland's coastal waters could help seafood producers to manage and mitigate the potential for harm caused by algal blooms.

Researchers at the Scottish Association for Marine Science (SAMS), Marine Scotland Science (MSS) and Scotland's Rural College (SRUC) have shared their own water sampling experience with the country's trout and salmon producers as part of a move to standardise and share water quality data – a key first step towards earlier detection of marine organisms that can affect fish health.

Delivered by the Sustainable Aquaculture Innovation Centre (SAIC) and funded by the Scottish Government, the cross-sector project was commissioned by the Scottish Farmed Fish Health Framework (FFHF); a key aim of which is to respond to new and developing challenges.

The whole sector agreed to standardise its data collection and shared data and expertise to work towards our common goal. This information will help producers manage risk to their stocks from algal blooms.





Pledge Two: Environment

Our commitment to reducing carbon emissions remains prominent amongst our actions to improve the overall sustainability of our operations.

With the support of our new supply chain members, we are strengthened to work as a value chain towards our shared ambition of minimising our environmental footprint - moving closer to our goal of achieving net zero ahead of the Scottish Government's target of 2045.

Across the sector, the first hybrid barges have been brought into operation - delivering reductions in diesel use, reducing Scope 1 emissions. The year has also seen more hybrid vessels and well boats delivered for use in Scotland. These are significant investments, setting us on a trajectory of reducing our dependence on fossil fuels in marine operations; a path we will continue to follow for years to come.

Our members have continued their work towards increasing the proportion of energy from renewable sources.

We continue our efforts to reduce waste and to promote circular uses of equipment that reaches the end of its useful working life.

Finding opportunities for efficiency, reducing waste and circularity are key areas of focus.

Several farming companies are diverting their organic matter from freshwater production to alternative uses such as fertiliser.

Several farming companies are also ensuring feed pipes and pen collars are re-purposed or recycled when they are due for replacement. Recently, net manufacturer W & J Knox provided nets for a recycling trial - a first in Scotland.

Salmon Scotland and our member companies joined the UK-wide End-of-Life Fishing and Aquaculture Gear Policy Steering Group, which aims to find better circular outcomes for obsolete equipment from our farms, alongside that of other marine sectors: an excellent example of cross-sector working.

Future-proofing our freshwater production is an area of on-going investment. There has been continued investment in our sector's freshwater facilities.

We also await the joint publication by the Scottish Government and the sector of the revised Scottish Technical Standard, outlining the appropriate specifications of farming equipment.

In 2022, we have continued to recover items of marine debris. We updated our website to make it easier for the public to report any sightings of marine debris on the shoreline.

Pledge Two: Action Points



1 Completed 9 On-going 0 Scheduled

2.1 Work towards 100 per cent renewable energy use, collaborating on the research, development and delivery of ways to power our farms, facilities and modes of transport.

On-going

Companies continue to move to renewable energy to power their facilities

2.2 Introduce electric vehicle charging points to enable more drivers staff, suppliers and the local community – to transition to renewable energy.

On-going

Installation of EV charging points at main offices

2.3 Pursue ways to divert potential waste, be it organic matter from freshwater hatcheries or obsolete farm infrastructure, into valuable by-products.

On-going

2.4 Work with public and private sector partners to establish a circular economy for organic waste.

On-going

2.5 Obtain 100 per cent of our feed ingredients from sustainable sources.

On-going

Feed producers continue programmes of responsible sourcing and sustainability initiatives

2.6 Work towards using 100% reusable, recyclable or biodegradable packaging.

On-going

2.7 Future-proof our freshwater hatcheries to be able to withstand projected drought conditions brought about by climate change.

On-going

2.8 Develop new water treatment technologies, backed by innovative regulation, to help in our use of veterinary medicine.

On-going

Trial completed

2.9 Explore the potential of new technologies to capture fish waste from marine farms.

Complete

Pilot project completed at two farm locations

2.10 Take every step possible to avoid marine debris from our farms and recover any items promptly regardless of their origin.

On-going



Pledge Two: Case Studies

Hybrid Technologies

During 2022, several hybrid barges and vessels enter into operation in Scotland. By harnessing battery technology, these systems reduce generator run time, reducing diesel consumption and GHG emissions.

Cooke Aquaculture Scotland's hybrid barge – built by Inverness-based Gael Force and fitted with Fjord Maritime hybrid technology – was deployed at Cooke's Mill Bay site in Orkney.

The barge is estimated to reduce fuel consumption by 60%, or the equivalent of removing 55 cars off the road each year.

Loch Duart installed a hybrid feed barge at the Oldany site. Developed by Scale AQ, the barge is estimated to reduce the site's diesel consumption by up to 60%.

In 2022, Scottish Sea Farms installed a new hybrid feed barge from Scale AQ at their Lismore West farm. It is estimated that between 50- 70% of the site's power requirements will be met by batteries.

Bakkafrost Scotland also installed a new hybrid barge at Strondoir Bay, Lower Loch Fyne. The new barge, supplied by AKVA Group and fitted with a Keverland Energi hybrid system, is estimated to reduce the site's diesel generator running time down to 20%.

Some more hybrid service vessels have also come into operation in 2022. This includes two further hybrid vessels from Inverlussa Marine Services going into service with Scottish Sea Farms; the fully hybrid Eloise Eslea, and the retro fitted semi-hybrid, the Geraldine Mary.

These are significant multi-million pound investments in farm equipment and vessels equipped to reduce emissions, all helping to bring our sector closer to achieving of our ambition of being net zero ahead of 2045.

Recycling Nets

In an effort to find a viable solution to recycle net materials, a partnership between W & J Knox and DekMar, facilitated through SAIC, has been formed to establish a facility for recycling aquaculture and fishing nets at the end of their working life.

Nets have been problematic for conventional recyclers as they can consist of a range of materials which require disassembly prior to recycling.

With support and industry insight provided by W & J Knox, DekMar has secured funding from Marine Fund Scotland for a purpose-built structure in Fraserburgh to house recycling equipment for mechanically recycling nets in Scotland. The first trial got underway in September 2022.



Pledge Three: Traceability

Traceability is a core element of many of the quality standards and certifications that our members adhere to. Producers have full traceability of their farm-raised salmon from egg to plate; each with their own traceability system in place.

Traceability of the ingredients sourced for salmon feeds is a core requirement of standards against which feed companies are audited and comply with.

Raw materials supply chains are evaluated for potential risks and sourced through trusted suppliers. Where appropriate, certification schemes - backed by third party audit - are used to verify that key sustainability criteria are being met.

We continued our work to promote the health benefits that come from eating Scottish salmon.

In June, we exhibited at the Royal Highland Show, providing visitors with fun, family-friendly experience including salmon tasting, as well as the opportunity to better understand salmon farming by taking a virtual farm tour in "the Cube"; our audio visual 360 degree salmon farm experience.

We are committed to supporting more of the Scottish population having access to the important nutritional benefits that come from eating Scottish salmon.

Salmon Scotland partnered with SAIC, Scottish Sea Farms and Stirling Council to introduce salmon to Stirlingshire schools.

Salmon Scotland also participated in the Seafood Matters event hosted by the University of Stirling, to promote the benefits of consuming "blue foods" such as salmon and other seafood and the importance of consuming seafood in lowering the environmental footprint of a resilient food system.



Pledge Three: Action Points



2 Completed 5 On-going 0 Scheduled

3.1 Establish a clear mechanism for demonstrating the traceability of our fish to fork, in collaboration with our suppliers, logistics partners and customers.

On-going

All producers can demonstrate full traceability

3.2 Demand and deliver full traceability of the raw materials used in our fish feed.

Complete

All producers can demonstrate full traceability for certification schemes

3.3 Advance our work to ensure farms are capable of withstanding local marine conditions, keeping all farmed fish securely within sea pens.

Complete

Completed 2021

3.4 Educate and inform consumers of the strong Scottish provenance of our farmed salmon and the benefits in terms of taste, texture and dietary goodness.

On-going

Dissemination of nutritional analysis

3.5 Work with the Scottish and UK governments and organisations promoting healthy eating to raise awareness of the importance of Omega-3 fatty acids.

On-going

3.6 Partner government and the wider seafood sector to increase the consumption of seafood across the UK, including supporting our most socially disadvantaged communities.

On-going

Pilot Salmon In Schools project delivered

3.7 Support the increased provision of salmon in care homes, schools, hospitals, prisons and staff restaurants, enabling more people to enjoy a healthier diet.

On-going

Salmon In Schools project completed in Stirlingshire Schools



Pledge Three: Case Study

Salmon In Schools

Salmon Scotland worked in collaboration with SAIC and Stirling Council to deliver the Salmon in Schools project; a pilot project supporting the inclusion of healthy oily fish in young people's diets.

Scottish Sea Farms provided salmon to six secondary schools in Stirlingshire where it was offered as a school meal once per week, over a course of 10 weeks. The school children also received fact sheets and recipes, highlighting the health benefits of eating salmon and inspiring them try a variety of dishes.

An initial survey before the project began by SAMS Enterprise and The Rowett at Aberdeen University, found that pupils from the most deprived areas were eating the least fish and a final survey showed that 74% of the pupils surveyed said that they would eat salmon dishes more often, if these were offered at school more.

The evaluation concluded that it was feasible to include salmon as part of secondary school meals, at least once per week, and to increase the uptake of salmon meal, at least for a small subset of pupils.

Those involved in delivering the project viewed it as a success and were supportive of a wider roll out.

The Salmon in Schools pilot project marks an important starting point from which to continue our work to improve the provision and, increase uptake of salmon meals in schools – importantly improving access to nutritious salmon meals in school for children from the most deprived areas.





Pledge Four: Our People

We want to be the sector of choice for people that want to make a difference. Our member companies' HR departments continue to work hard to support access to a wide range of career opportunities with the aim of promoting a diverse and inclusive workplace.

Across the sector we are working with schools, universities and other organisations to raise awareness of the types of roles on offer throughout salmon farming and supply chain businesses.

We want to attract talent across a range of backgrounds from across Scotland (and beyond) to consider the many career paths our vibrant and exciting sector can offer.

Our member companies have continued the efforts on the journey to promote equality, diversity and inclusion (EDI) within the sector. A Salmon Scotland representative joined the Women in Scottish Aquaculture (WiSA) advisory group in 2022, with the purpose of supporting the ongoing value the network offers.

The WiSA network, set up and run by the Scottish Aquaculture Innovation Centre (SAIC), is open to all and seeks to encourage more women to enter the aquaculture sector, as well as supporting those already working in it by providing networking, training and mentoring opportunities, improving participation and helping women fulfil their potential across the many career pathways our sector has to offer.

Salmon Scotland partnered with SAIC, Lantra, Developing Scotland's Young Workforce and Skills Development Scotland to deliver careers events. A successful careers event was held at Lochgilphead High School.

Salmon Scotland and a number of member companies also attended the Skills Scotland careers event held in Glasgow, helping to raise awareness of salmon farming amongst school leavers, showcasing the range of careers our sector can offer.

Salmon Scotland gave a keynote presentation at the University of Stirling student PhD conference to talk about her career journey in aquaculture - from seahorses to salmon.

Affordable rural housing for those that wish to work in the sector continues to remain a significant challenge in many locations; a challenge that affects many other sectors and communities across Scotland.

Throughout 2022, our members have continued their work with local housing groups to address this issue and to deliver the construction of new homes in some of Scotland's most remote locations.

The Scottish Empty Homes Partnership and Salmon Scotland made a joint call for vacant properties to be brought back in to use to help tackle the rural housing crisis in Shetland. It is such a key issue to enable our sector and local communities to flourish and one we will continue to work towards improving.

Pledge Four: Action Points



1 Completed 3 On-going 2 Scheduled

4.1 Establish a clear sector code on diversity, equality, inclusiveness, ethics and continual personal development, with real and measurable targets.

Complete

4.4 Create young farmers' forums to share knowledge, support friendships and develop our future leaders.

Scheduled 2023/24

Exploratory work scheduled

4.2 Work with government, local authorities and other key partners to expand the range and availability of recognised sector-relevant qualifications, increasing opportunities for employment, personal growth and career progression.

On-going

Working partner organisations to develop modern apprenticeships

4.5 Commission research to better understand the potential impacts of climate change on salmon farming.

Scheduled 2023

4.3 Develop and deliver a collaborative mentoring programme across the core areas of the sector.

On-going

Company HR departments progressing career development initiatives

4.6 Increase provision of high quality, affordable housing in remote communities in partnership with government, local authorities and other key partners, incorporating greener approaches wherever possible.

On-going

Pledge Four: Case Study

Lochgilphead Careers Day

Lochgilphead school pupils were introduced to the huge range of local jobs in the Scottish salmon sector as part of a new initiative to develop the talent of the future.

The day-long event at Lochgilphead Joint Campus offered pupils the opportunity to meet those working in aquaculture and discover the career options open to them. The careers event was a partnership between Salmon Scotland, our member companies, SAIC and Developing the Young Workforce Argyll.

During the day, the pupils were able to talk about aspects of fish production from egg through to harvest and got a chance to try on the gear worn by salmon farmers, see how fish are fed, how fish health is checked and toured a site workboat.

There was also an opportunity for the pupils to hear more about the health benefits of eating oily fish such as Scottish salmon. A delicious salmon lunch - which proved extremely popular - was cooked up at the MOWI Salmon Wagon, raising a fantastic £1,920 for local charity Moving On - Mid Argyll.

Local employers such as Bakkafrost Scotland, Mowi, Scottish Sea Farms, Cooke Aquaculture Scotland, MSD Animal Health Aquaculture and AKVA group played a vital role in showcasing the variety of careers available in the sector and were on hand to share their knowledge and enthusiasm, discussing the many questions about salmon farming that pupils asked.





Pledge Five: Our Communities

Our communities are vital to our long-term success and we are committed to being good neighbours in every possible way. We believe that salmon farming plays an integral role in ensuring social sustainability in communities across our country. As we move into 2023, we will refresh our Community Engagement Charter.

Our companies are invested in sustainable rural communities and are committed to supporting initiatives that help attract and retain those who want to live and work there.

Across the length and breadth of Scotland, Salmon Scotland's member companies have continued to contribute funding to many local charities, organisations and community groups as well as people volunteering across a range of clubs and providing vital lifeline services such as coastguard, fire service and mountain rescue.

All of these things demonstrate our peoples' depth of commitment to a much-valued way of life, improving amenities and building the communities we are proud to be part of.

Furthermore, the sector took part in a number of beach cleans in 2022. Some of our member companies such as Mowi and Scottish Sea Farms participated in the Marine Conservation Society's Great British Beach Clean. Cooke Aquaculture Scotland facilitated the beach clean for Shetland Climate Week in addition to a number of ad hoc beach cleaning events, helping to keep local shores free of marine litter.

To help promote a wider understanding of salmon farming, Salmon Scotland commissioned the build of an audio-visual immersive display, which we successfully deployed this year.

In addition to schools events, Salmon Scotland were present at the Royal Highland Show in Edinburgh, welcoming thousands of visitors, young and old, to the stand.

A number of MSPs as well as George Eustice, then UK Secretary of State for the Environment, Food and Rural Affairs, enjoyed the audio-visual tour.

Our presence in the local environment and our interaction with wildlife is a responsibility and a sensitivity that we are mindful of daily. Our members' farmers routinely record the wildlife in the presence of their farming sites and this year, a pilot of a wildlife recording app was undertaken by one of our member companies.

Our work towards supporting the restoration and conservation of wild salmon stocks continues. We have appointed a new fund manager responsible for the Wild Fisheries Fund with a renewed and wider remit, which not only supports improvements in wild salmon populations, but which also supports angling clubs in their promotion of fishing as a pastime, with its many benefits.

We continued our funding of the work of the Atlantic Salmon Trust's West Coast Tracking Project. We are part of Marine Scotland's Wild Salmon Strategy Implementation Plan Advisory Group.

Pledge Five: Action Points



2 Completed 4 On-going 4 Scheduled

5.1 Review and refresh our Community Engagement Charter to provide an up-to-date commitment to local residents, businesses and interest groups.

Scheduled 2023

5.2 Establish, in consultation with the Scottish Government, a structured community funding model, ensuring that our local areas benefit from us being there.

Scheduled 2023/24

Exploratory work scheduled

5.3 Partner the Scottish Government and local authorities on the safe hosting of public electric vehicle charging points.

Scheduled 2023/24

Exploratory work scheduled

5.4 Support the delivery of marine wildlife surveys, in partnership with VisitScotland, NatureScot, Marine Scotland and others.

On-going

5.5 Publish our farms' wildlife observations for the benefit of all: from interest groups and researchers, to local tour operators.

Scheduled 2023/24

5.6 Champion the widening of local working groups to include wild fisheries and other stakeholders to share knowledge and identify opportunities for collaboration.

On-going

5.7 Deliver practical solutions to relocating existing farms, should it be scientifically evidenced as necessary for the conservation of wild salmon.

On-going

5.8 Develop, with the support of the Scottish Government, a wild salmon monitoring programme to provide evidence-based conservation measures.

On-going

Trial completed

5.9 Ensure all mandatory aquaculture reporting can be quickly and easily accessed online by all.

Complete

Pilot project completed at two farm locations

5.10 Create an immersive visitor experience centre that tells the story of Scottish salmon farming.

Complete

Immersive experience used at Royal Highland Show and Lochgilphead High School Aquaculture Open Days

Pledge Five: Case Study

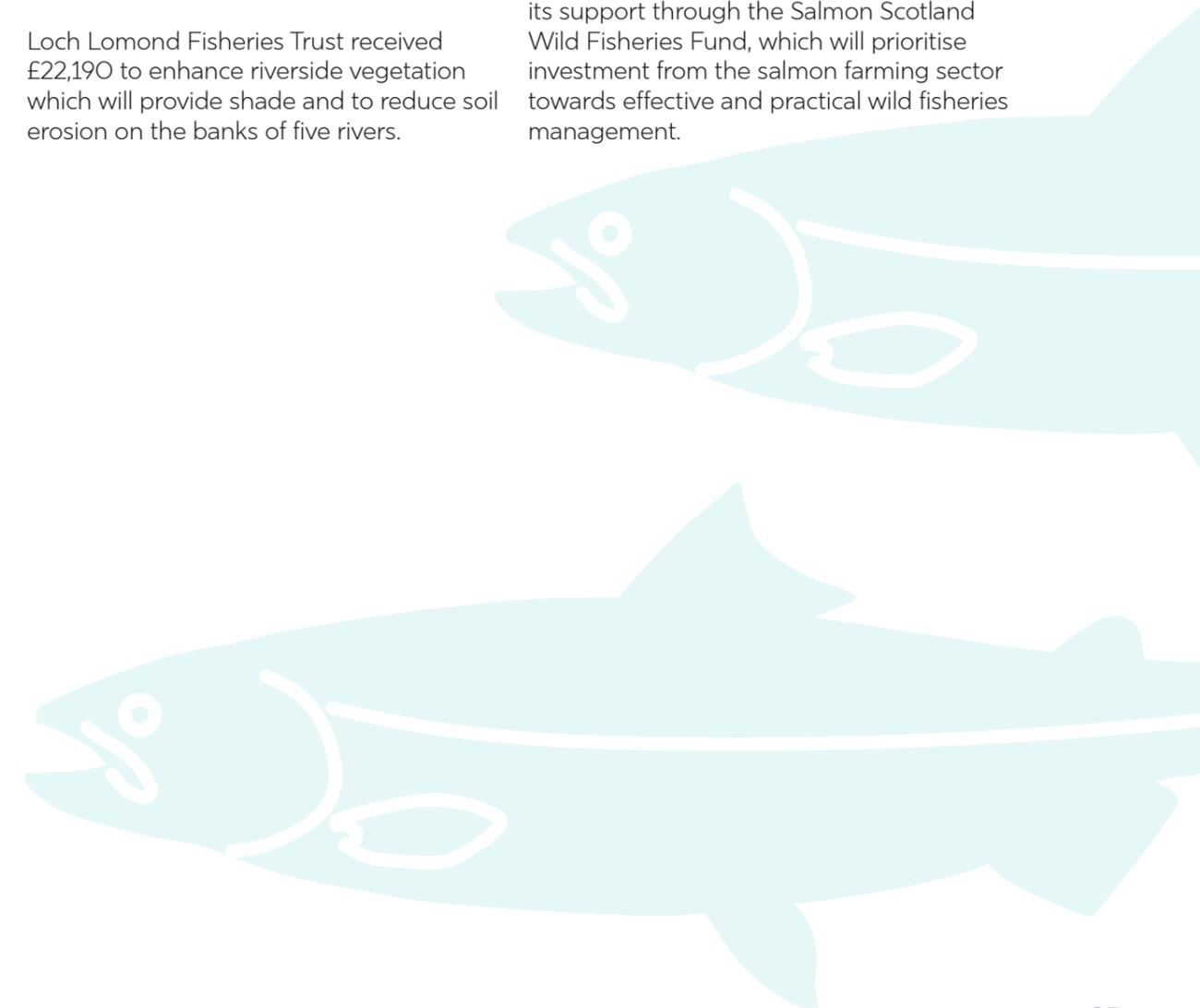
Wild Fisheries Fund

The Salmon Scotland fund supporting wild fisheries is now in its third year. Through the Wild Salmonid Support Fund, a total of £120,000 was awarded to five projects in 2022:

- West Harris Trust received £35,000 to repair the Fincastle dam; a migratory route for spawning salmon.
- Skye and Lochalsh Rivers Trust received £25,729 to invest in tracking technologies which will allow studies of mature sea trout.
- Loch Lomond Fisheries Trust received £22,190 to enhance riverside vegetation which will provide shade and to reduce soil erosion on the banks of five rivers.

- Argyll Fisheries Trust received £20,342 to reinforce riverbanks at River Ruel and River Eachaig.
- Ayrshire Rivers Trust received £16,775 to reduce settlement of fine sediment in Brockloch Burn.
- The fund also continued its support for the West Coast Tracking Project being delivered by the Atlantic Salmon Trust.

In 2023, Salmon Scotland will continue its support through the Salmon Scotland Wild Fisheries Fund, which will prioritise investment from the salmon farming sector towards effective and practical wild fisheries management.





Salmon Scotland: Our Members



Salmon Scotland: Our Members' Awards and Nominations

Our sector ambition is to become world-leading in the provision of healthy, tasty, nutritious food, produced in the most responsible and sustainable way.

Bakkafrost:

Highlands and Islands Food and Drink Awards

1. Primary Producer, sponsored by Salmon Scotland.
2. Sustainability, sponsored by Scotland Food and Drink

Aquaculture Awards 2022

Community Initiative Award. This award recognises the effort made to enhance relationships with local communities, in particular supporting local services, charities and culturally valuable initiatives through Bakkafrost's Community Fund and the Community Charter.

Sustainable Protein Producer – Coller FAIRR

Bakkafrost were ranked the 8th most sustainable protein producer – top 10.

MOWI:

Most Sustainable Protein Producer – Coller FAIRR

Mowi has been ranked the most sustainable protein producer by the Coller FAIRR Protein Producer Index "after carrying out a detailed assessment of the largest meat, dairy and farmed fish producers in the world."

Welfare (MOWI Global)

"Mowi received a special recognition award at Compassion in World Farming's (CIWF) Good Farm Animal Welfare Awards"

Scottish Sea Farms:

Aquaculture Awards 2022

Economic Sustainability Award "for the significant advances made with regards to recruitment and retention"

Association for Renewable Energy & Clean Technology (REA)

Sustainability Award "for its carbon footprint-friendly initiatives: from increasing uptake of renewable energies through to rethinking waste to create circular economy products."

Investors in People awards (x3)

"The We Invest in People Platinum Award, first achieved by Scottish Sea Farms in 2018, has been retained, as has the We Invest in Young People Award at Gold level.

The salmon grower also scored Gold for the first time in the We Invest in Wellbeing category, making it just one of two companies in Scotland to have achieved this level."

Fjord Maritime:

Aquaculture Awards 2022

Environmental Impact – "for its Fjord Hybrid technology that delivers sustainable energy to fish farms, saving costs and reducing the sector's carbon footprint."

