



# Cooke

## Dive into Tassal

READ MORE ABOUT OUR ENTRY INTO THE AUSTRALIAN MARKET ON **PAGE 4.**



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#### Thank you for your editorial and/or photography support:

Chuck Brown, Mark Clinton, Even Curley, Emma Cooke, Julia Deep, Kristen d'Entremont, Seth Dunlop, Heather Estey, Juan Garcia, Alessandro Giardino, Frank Gonzalez, Victor Jano, Chad Kingwell, Karissa Kraakmo, Ben Landry, Loretto Mattatall, Corey MacKinnon, Lauren McKelvey, Tom Middleton, Kris Nicholls, Joel Richardson, Claire Ryan, Murray Spooner, Len Stewart, Barbara Valdebenito, Amber Welshman.

For comments or suggestions, contact Claire Ryan at :  
[claire.ryan@cookeaqua.com](mailto:claire.ryan@cookeaqua.com)

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Cooke grows in  
Australia and Tasmania.  
Learn more on page 4.



## Message From Glenn

## Welcome Tassal to Team Cooke

It is always special for me to see a new issue of the Cooke newsletter take shape, as it is an opportunity to reflect on the breadth and depth of our company, and the achievements and contributions of our people. This is especially true this time as we introduce you to Tassal, Australia's largest salmon and prawn farming company, who joined our family of companies late last year. This is our first foray into the Australia and Tasmanian markets, and it has been a wonderful experience working with more than 2,000 new colleagues there. You can learn more about Tassal on page four.

We also welcomed two family-owned companies to Team Cooke over the last year; read on to get to know Ganong Bros. Ltd., a family-owned chocolate and candy company

based in Saint Stephen, N.B. celebrating its 150th anniversary; and Waltham, Mass., headquartered Slade Gorton, which is one of the largest distributors, importers and manufacturers of fresh and frozen seafood in the U.S.

This issue also includes profiles on new True North Seafood products launched recently: Crab Dip, Scallop Medallions, and Orkney Organic, True North Seafood's premium Scottish organic salmon brand, which the sales team introduced in the North American market this summer. I am so impressed with how you find innovative ways to meet the growing and ever-evolving needs of our customers.

As our company continues to grow, so to has the need for our global branding initiative,

and we are happy to share an update on that project in this issue. For the first time, we are featuring QR codes in this issue, which are an easy way to share bonus photos, videos and information with you.

Each issue of our newsletter is a celebration of Team Cooke's achievements and community contributions around the globe, and Fall 2023 is no different. From donating life-saving health equipment in Scotland communities to the conservation work Seajoy undertakes to support sea turtles, it is remarkable to see the ways Team Cooke is making a positive impact on our industry and in the world. I hope you enjoy seeing our company's good work captured in one place as much as I do.

Glenn Cooke, CEO



# The Big Idea

## A Tassal tale

By Eve Curley,  
Communications Manager, Tassal Group

### TASMANIA, AUSTRALIA –

Much like New Brunswick, Tasmania's isolated coastline, natural environment, and cool climate make it a primary location for Australian aquaculture. Throw in some palm trees, a warmer climate in Queensland and New South Wales for our delicious Aussie tiger prawns, a dynamic seafood processing and distribution facility in the heart of Sydney, and a world-class Feed Centre on the Hobart waterfront, and you will see why the Tassal Group was the perfect paring for the Cooke family of companies.

Head of People and Communities Kaylene Little says Tassal is more than just its amazing products.

"We bring together a strong, diverse and multi-skilled work force from our roots at Dover at the bottom of Tasmania, to the tropical coastlines of Far North Queensland. Our people really are our heartbeat. With over 1900 people in areas such as farming, processing, maintenance, safety, finance, HR, communications, sales and marketing, sustainability, environmental management, engineering, IT and Quality Assurance, Tassal is the largest vertically integrated seafood producer in Australia with many stories to tell," she said.

A fully integrated company with a diverse network of business and more than 36 years of experience in responsible salmon farming, the transfer of experience and innovation to responsible tiger prawn farming is one of our greatest and proudest achievements.

Senior Manager Prawn Operations Grant Purdon says our prawn farming facilities operate on the leading edge of technology. Something which resonates with the Cooke values toward innovation and care for our waterways.

"The prawn division is geographically diverse and stretches across two states. Our true privileged asset though is our people. The passion, commitment and combined knowledge results in a team who achieved results that far exceed expectations and has resulted in our farming division becoming industry leaders."

Tassal CEO and Managing Director, Mark Ryan describes Tassal as a company with ideas of growth and desire for excellence.

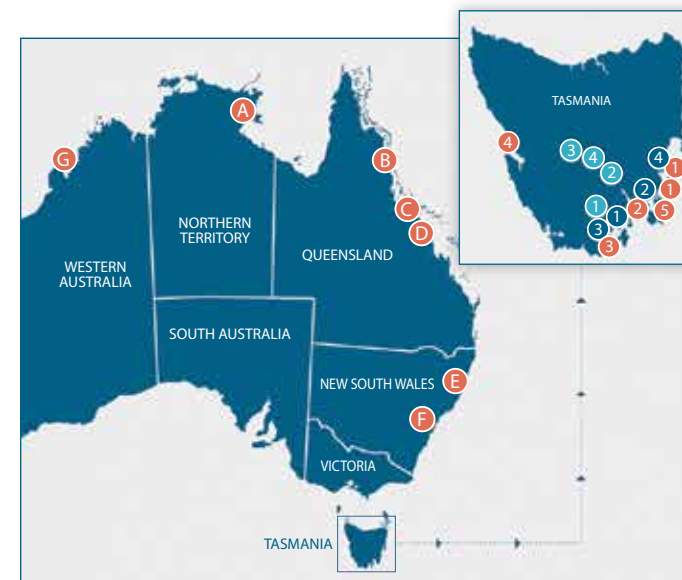
"We have always thought of ourselves as a family company and so, when Glenn made contact and offered for us to be part of the Cooke family we were really excited for the opportunity. From the first time Glenn and



the Cooke Executive team came to visit in Australia, we have felt included as part of the family. Six months in and we are really enjoying it and sharing the best of what our industry has to offer while our people come together to share ideas for growth and excellence from all over Australia in so many different areas of expertise."

Tassie, short for Tasmania, is the heart of our salmon production at Tassal. We take great pride in our community here and our coastal operations.

Picture this. It is 7:24 am. The sun is slowly rising, and its spectacular citrus glow instantly takes the chill out of an icy but picturesque morning as it lights up the cool waters to perfection. Our Tassal Western



### Our footprint

#### OUR FOOTPRINT: SEAFOOD, PRAWNS & BARRAMUNDI

- A. Northern Prawn Fishery - Xanadu
- B. Mission Beach QLD - Prawn farm, hatchery & processing facility
- C. Proserpine QLD - Prawn farm, hatchery & processing facility
- D. Exmoor QLD - Aquaculture development area
- E. Yamba NSW - Prawn farm & processing facility
- F. Lidcombe NSW - Seafood processing facility
- G. Cone Bay WA - Barramundi farm

#### OUR FOOTPRINT: SALMON

##### MARINE FARMING ZONES

- 1. Eastern Zone : Okehampton Bay & Port Arthur
- 2. Channel Zone : D'Entrecasteaux Channel
- 3. Southern Zone : Dover & Huon River
- 4. Western Zone : Macquaire Harbour
- 5. Storm Bay Zone : Nubeena & West of Wedge

#### FRESHWATER HATCHERIES

- 1. Rockwood I & II Ranelagh
- 2. Russel Falls & Karanja Mount Field
- 3. SALTAS (industry hatchery) Wayatinah
- 4. HRAS (future development) Hamilton

#### PROCESSING FACILITIES

- 1. Huonville Salmon processing
- 2. Margate Salmon processing
- 3. Dover Salmon processing
- 4. Triabunna Rendering facility



Zone Operations Manager Shane is out on the water at Strahan, one of our salmon farming towns on the stunning west coast of Tasmania. The stillness is deafening except for the whirring of the boat and a subtle rippling of movement in the water alongside the dawn chorus of birds in the distance. This is Tassie, known all around the world for amazing food and the farmers who produce it. From the East Coast to the West Coast and all around the South, everyone knows a fish farmer.

Senior Manager, Animal Health and Welfare, Colin Johnston describes Tassie's ocean as

unique and one of the best to farm Atlantic salmon for a variety of reasons, while the conditions in Queensland and New South Wales are perfect for prawns.

"As far as farming Atlantic salmon is concerned there are thin bands of suitable climatic conditions that run around the planet in Northern and Southern latitudes, sort of Goldilocks zones – not too hot, not too cold. When winter skies over Tasmania become a little grey and chill, it is good to know we are kicking off another prawn (that is shrimp to everyone outside Australia!) season up in tropical Queensland."

"Wet or dry, the temperatures make some ideal conditions for the grow out farms in Queensland and New South Wales. Not to mention the amazing, juicy, bright prawns that our customers cannot get enough of... and there are lots of ways to eat them – pizza, pasta, paella...and yes, chucked on the barbeque too, just ask our award-winning sales team in Sydney and marketing team in Melbourne!"

"From 18 degrees South to 42 degrees South, we are turning out some of the world's best, healthiest food to join the overall Cooke seafood offerings!"

Zack Wingfield is a Tassal Senior Manager and farmer in Tassie. A Canadian, calling Tassie home these days, he said protecting our environment is important to him now and into the future, and it is key to have such a strong Responsible Business team to help drive this.

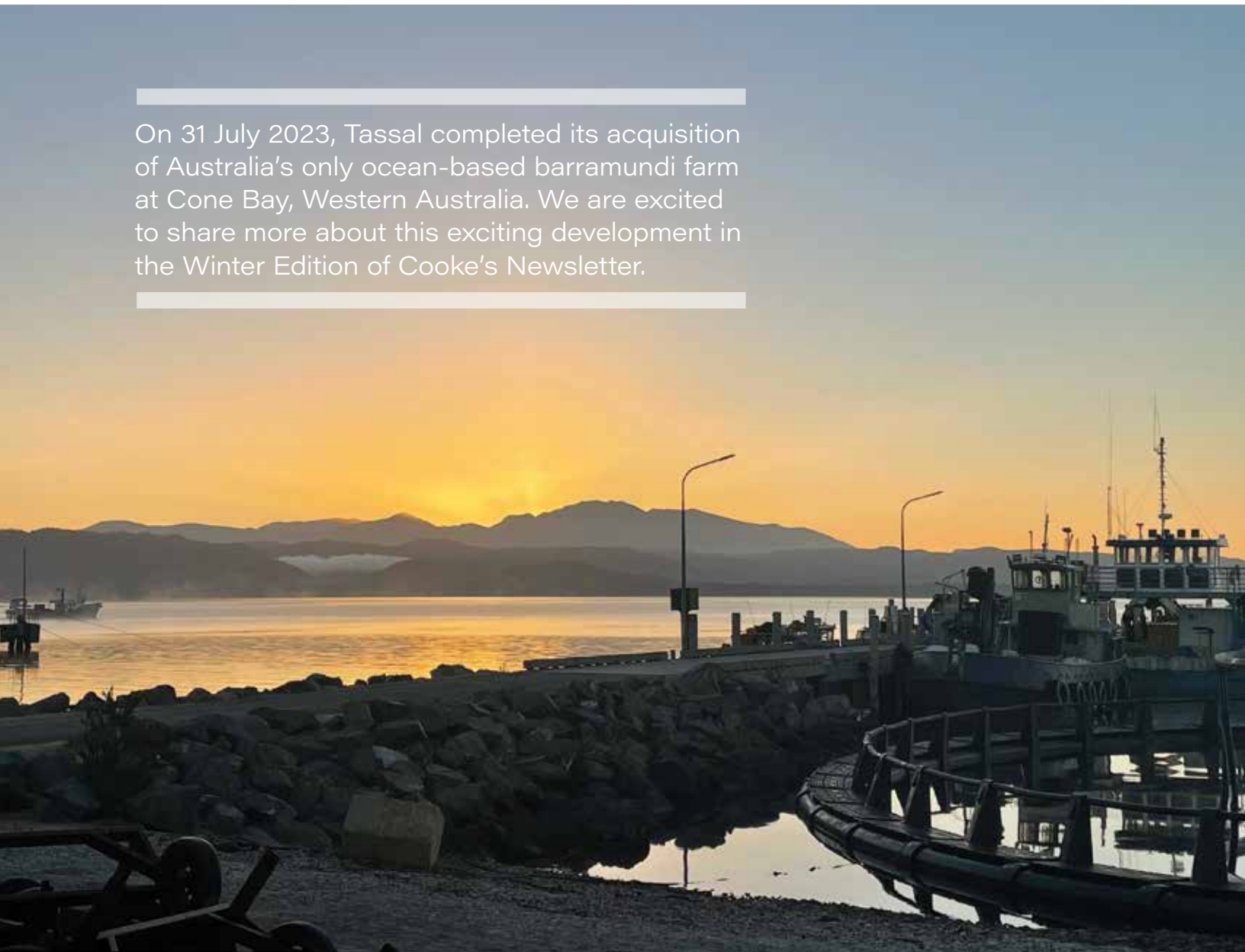
"As a farmer, we need to adapt and work with mother nature to ensure we are sustainable for long success of the environment. If we protect our environment we protect our industry, and this goes for all our farmers throughout Australia in salmon and prawns."

Head of Strategy and Supply Chain Hamish Sutton said the Tassal processing and supply chain teams are passionate about what they do day in and day out.

"Our teams are amazing. Operating across eight processing facilities spread across the length of the Australian continent is no small feat. Supplying everything from smoked salmon, salmon portions in modified atmosphere packaging, salmon meal and oil, tiger prawns (cooked, raw, fresh, frozen) while delivering fresh daily by road across Australia and throughout Asia on passenger aircraft is fast-paced."

Tassal CEO and Managing Director Mark Ryan adds, producing healthy and nutritious seafood comes with great responsibility and the Tassal team across Australia all work together to achieve fantastic results from egg to plate and from in the office to out on the water.

"Whether we are farming on land or on sea, our commitment to sustainability means how we go about our business is important to millions of Australians who love the oceans and coasts as much as we do. We know that what matters to our customers, consumers and the communities in which we operate matters to us. That is why we take our purpose of sustainably feeding tomorrow incredibly seriously. We also know we play an important role in influencing our communities and surroundings in a positive and sustainable manner, and that is why we strive to give back wherever we can, aligning with Cooke's core purpose."



On 31 July 2023, Tassal completed its acquisition of Australia's only ocean-based barramundi farm at Cone Bay, Western Australia. We are excited to share more about this exciting development in the Winter Edition of Cooke's Newsletter.



## The finest organic salmon, from our family to yours

### ORKNEY, SCOTLAND –

**O**n the quiet, northeast coast of Scotland lies an archipelago steeped in history, mystery, and lore. A pristine landscape boasting towering cliffs, sandstone hills and rolling fields. An ancient land, long celebrated for food and drink of impeccable quality.

### This is the Orkney islands, home to some of the world's finest organic salmon

In this remote place, in the untamed wildness of its cold, clean waters, everything converges. The Atlantic Ocean and the North Sea. Powerful currents and strange, tumultuous tides. The very forces of nature itself, continually cleansing and replenishing the nutrient-rich waters. And the nearby Gulf Stream creates the perfect conditions for raising salmon with a superbly firm texture and moist, buttery flavour.

### Raising the standard

Meticulously raised for more than 25 years, Orkney Organic Salmon is certified organic by the Soil Association and is the only organic salmon from Scotland rated as 'good alternative' by the Monterey Bay Aquarium Seafood Watch Program.

### A tradition as old as the Orkney isles

Rich in flavour and history and as pure as the waters it thrives in, Orkney Organic Salmon is a true expression of the Orcadian way of life – from Scotland's oldest and largest organic salmon farming company.



We are thrilled to have launched our new Organic salmon brand in the North American market.

Our premium Scottish Organic Salmon brand is positioned to succeed with a focus on three main pillars: Supply, Consistency and Exclusivity. We provide a consistent, annual supply of high quality organic Scottish salmon to our customers. Our salmon are raised in cold, fast moving tidal waters from the north Atlantic, resulting in the perfect conditions to become firm and muscular. We are the only producer to harvest and pack our salmon in Orkney. As organic salmon industry leaders with a 25+ year proven track record, you can trust our team of experts to deliver healthy and flavourful Scottish organic salmon high in Omega-3 fatty acids.

As of July 2023, Orkney Organic Salmon was made available to customers in North America based on supply availability. We

are launching with our existing foodservice customer base offering DHON and fillets, and with our recent Organic certification at our plant in St. George, New Brunswick, will be expanding to retail with portions.

The launch has been a collaborative effort made possible by the entire cross functional team, including our True North Seafood Marketing, Product Specialist and Packaging team, Cooke Scotland Sales Team, Quality

Department and Operations. To all those involved at the plants – thank you for playing a key role in bringing the Orkney Organic Salmon brand to fruition.

Keep an eye out for more Orkney Organic Salmon updates in the future. To learn more about our brand visit [www.orkneyorganic.com](http://www.orkneyorganic.com).





## Cooke attended Seafood Expo North America

BOSTON, MASSACHUSETTS, USA –

Thousands of seafood industry professionals from around the world came together in Boston from March 12th to 14th to attend the Seafood Expo North America (SENA).

SENA is North America's largest seafood exposition where buyers and suppliers from around the world attend the 3-day exposition to meet, network and do business.

The Cooke booth occupied 2500 square feet, one of the largest at the show, allowing us to showcase our breadth of products while networking with potential buyers and customers.

New to the booth this year was the addition of Chef José Garcia, a Boston-based Sushi Chef, to work with Chef Chris Aerni and team to introduce our new line of Sushi cuts – True North Seafood's Sushi Selections. Additionally, a feature wall was added to the booth showcasing our new brand – Orkney Organic Salmon, Scotland's Original Organic Salmon Company.

Cooke was happy to have over 100 employees attend the event to share their knowledge with potential buyers and customers. Overall, this year's expo was a great success introducing new and current products to the market as well as strengthening the Cooke brand.



## Culmarex presents at the Gastro Fair, "Mar & Huerta"

SPAIN – Earlier this year, Culmarex presented at the Gastro Fair "Mar & Huerta" with the help of Chef Juanfran Paredes (Instagram: @juanfranchef) and one of the best restaurants in Águilas, Restaurant Zoco del Mar (@zocodelmaraguilas), represented by Chef Andrés.

These two prodigious chefs created and demonstrated wonderful dishes that inspired many with our Culmarex products.

We were proud to be a part of the collaboration and to see our products presented so beautifully for all those who attended.

**SHOWCOOKING**

**Viernes 7**  
David Lopez  
14:30 h.  
La cocina Marítima de David Lopez

**Sábado 8**  
Ana Cristina Ruiz y Tere Diaz  
13:00h.  
Menú a cuatro manos: "Entre el cielo y la tierra"

**El Pollo**  
14:00 h.  
Control sano, desde la ceba...

**Domingo 9**  
Juan Francisco Paredes  
13:00 h.  
El futuro de la acuicultura

**EXPOSITORES**

1. Restaurante La Vieja	8. Oubanos
2. Restaurante Horno	9. Ag. Viveros
3. Restaurante Casa Don Diego	10. Bodega Cantarero
4. Restaurante Zoco del Mar	11. Centro Laboral Al Norte
5. Restaurante Costa Azul	12. Cofre Rojo
6. Restaurante de Terraces	13. Instituto Comercial Islas Canarias
7. Gastro-Bar Anacleto	14. Asociación de amigos del marisco
8. Gastro-bar "Entre el cielo y la tierra"	15. Asociación de amigos del marisco

**FERIA GASTRO MAR & HUERTA**

**LUGAR:** Plaza de Antonio Domínguez, Águilas

**HORARIO:** 12:00 A 13:00h. 20:00 A 00:00h.

**ACTIVIDADES:** 7-8-9 OCTUBRE 2022

Calle de las Torres  
Módulo en Dirección  
Showcooking  
Zona FERIA  
Animación  
Exposiciones

**TAPAS - BEBIDAS - CÓCTELES**

**CONCIERTOS**

**Viernes 7**  
Jorquera  
22:00h.

**Sábado 8**  
Nagua  
22:00 h.





## True North Seafood launches Stuffed Atlantic Salmon - a mouthwatering success!

We are thrilled to announce the successful launch of our latest product, Stuffed Atlantic Salmon with Florentine-style crab stuffing. This dish offers an authentic and delightful dining experience without requiring any culinary expertise. Our Stuffed Atlantic Salmon is made with fresh Atlantic Salmon, 100% real, Uruguayan red crab meat, feta cheese, cream cheese, spinach, and savoury seasonings creating a unique blend inspired by the flavours of Florence, Italy.

We offer our salmon roasts in three different formats, including unsliced, pre-sliced, and a pack of two frozen portions in a retail carton, allowing for a range of serving options. Quick and simple preparation remains top of mind for our consumers, as 71% of US consumers consider "easy to prepare" an important factor when meal planning. The pre-portioned frozen option is especially convenient, making preparation quick and effortless!

Our Stuffed Atlantic Salmon is perfectly portioned for maximum flavour in each bite, making it an ideal center-of-plate offering for any occasion. The endless pairing possibilities ensure that this dish will impress guests and elevate any meal. We take great pride in preparing our Stuffed Atlantic Salmon in Canada, using only the highest quality ingredients. Our commitment to quality and convenience has made this product an instant hit with customers!



## Introducing two exciting additions to North American retail just in time for the holiday season!

True North Scallop Medallions, expertly crafted by combining our whole Patagonian scallops with fish gelatin, resulting in a larger and more satisfying scallop experience, making them the ultimate choice for those seeking top-tier quality and value alternatives. Discover the convenience of True North Scallop Medallions, available in the freezer aisle, conveniently packed in a 11lb branded retail bag.

Additionally, savor the warmth of True North Crab Dip, a rich fusion of delicate wild-caught Uruguayan Red Crab Meat harmoniously blended with cream cheese, goat cheese, and spices. This delectable dip is conveniently frozen, packaged in an oven and microwave-safe tray for effortless preparation, and presented in a branded retail carton, promising a truly indulgent culinary delight.





# Family passion with global ambitions.

## Global Branding Update

As Cooke continues to evolve as a global seafood leader, we have recognized a need for the Cooke family of companies to come together under a unified global brand.

In 2019, Cooke embarked on a global branding initiative to bring all of our divisions under a cohesive brand. Significant time and effort went into developing a strong brand purpose, mission, and vision that we believe reflect the Cooke family of companies, and it is now time to bring the brand to life.

With this built-up momentum we are rolling efficiently through the first pivotal steps of our move towards this global brand.

Earlier this year, a Global Branding Launch Committee was formed, including representation from all host countries, to steer the launch of this large initiative. This group will be providing regular updates within each region as the brand is rolled out in the coming months.

The implementation of this global branding strategy is a major step toward unifying our companies under one name, as one team, with one purpose. We are all part of the greater Cooke family. Working together, we will achieve the core purpose that drives us: **to cultivate, nourish, and provide.**

An aerial photograph showing a small motorboat with several people on board moving through a vast aquaculture farm. The farm consists of numerous circular pens or cages floating in the water, arranged in a grid-like pattern. The water is a deep blue, and the sky is overcast. The boat is leaving a white wake behind it.

**Cooke**



## OUR PURPOSE

To **cultivate** the ocean with care, **nourish** the world, **provide** for our families and build stronger communities.

## OUR MISSION

Through the entrepreneurial spirit and hard work of our employees, and our commitment to sustainability, we will continue to grow our business and seize new opportunities.

## OUR VISION

To be the world leader in seafood through complete vertical integration across a broad selection of species.

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Cooke



# Growth and Development



Andy Young (Freshwater Manager), Daniel Quiroz (Technical Manager), Colin Blair (Managing Director for CAS), Rodrigo Pérez Lara (Farming Manager) and Hernán Flores (Operations Manager).

## Cooke Chile visits Cooke Scotland's organic production

**SCOTLAND** – Cooke Aquaculture Scotland (CAS) hosted colleagues from Cooke Chile on a visit to see first-hand how our premium organic Scottish Salmon is produced. Cooke Chile is working to develop Chile's first organic salmon production and they naturally chose us for their research. Rodrigo Pérez Lara, Farming Manager, Daniel Quiroz, Technical Manager, and Hernán Flores, Operations Manager, were excited to get started and had an action-packed itinerary for their tour.

"Our goal was to learn more about the main challenges for organic production. We understand that the main complexities are

organic feed, the limitation in density and the restriction in chemicals both for cleaning and disease treatments. We think there is huge potential to improve our processes through sharing experiences and analysis among the different operating units of Cooke Aquaculture around the world," said the visiting team from Cooke Chile.

They began their trip with a tour of freshwater operations. Andy Young, Freshwater Manager, and Owen Hutchins, Cairndow Manager, gave them a tour of the Cairndow freshwater site and hatchery.

"These visits are an ideal opportunity to be able to learn from each other and meet

some of our Cooke colleagues from around the world," Andy said. "It shows the true collaboration of the Cooke group of family companies," he added.

Colin Blair, Managing Director CAS, and Andy showed them around Furnace freshwater hatchery where the Chile delegation also learned more about the value of Scottish organic salmon and why it is a true market leader.

Calum Gillies, Technical & Sustainability Officer at CAS HQ, Bellshill, escorted them on to Invergordon to see the feed mill operations. There, they had a site tour of Northeast Nutrition Scotland (NNS). Here, they were



Left: From left to right: Our Chile Colleagues - Rodrigo Pérez Lara (Farming Manager), Daniel Quiroz (Technical Manager) and Hernán Flores (Operations Manager) visiting Northeast Nutrition Scotland.

Right: Michael Levington (CAS Orkney Packing Station, Factory Manager) giving our Chile colleagues a guided tour of the Processing Factory in Kirkwall, Orkney.

particularly interested to learn more about our organic feed production and the benefits of feed-to-farm production.

Chris Bryden, NNS Factory Manager, Sandra Craveiro Technical Feed & Quality Systems Manager, Alan Murray, Materials Manager and Calum helped answer their questions on organic fish and feed production. Cooke's commitment to sustainably sourced feed ingredients and ongoing improvements to feed formulations allow the company to produce healthy fish for its customers.

On the third day, they flew to Orkney for a tour of the Kirkwall processing factory and sea sites. Michael Levington, CAS Orkney Packing Station Factory Manager, said: "It was a pleasure to show the Chile team around the factory. They were very engaged with all we do here and the processing of our organic fish and how we do things differently with organic supply. Most of this is defined at the site with feed etc., whereas here at the plant we keep our procedures the same, whether it is organic or not, to save any confusion."

Robert Peterson, Orkney Area Manager, and the Cava Site team took them out to the sea site in the Scapa Flow, just offshore from the island of Hoy.

In summary, the team said: "We were very impressed by Cooke Scotland. This has been an extraordinary experience for us. Please give our many thanks to everyone involved. We will keep in touch."

In 2008, Cooke Aquaculture of New Brunswick, Canada expanded its fish farming operations to Chile. They purchased Salmones Cupquelan S.A and this then became Cooke Aquaculture Chile. Six years later, Cooke Aquaculture Scotland was established, making it the younger sibling of Cooke Chile.

The Cooke Chile Atlantic (*Salmo salar*) and Pacific salmon (*Oncorhynchus kisutch*) are farmed in the pristine waters of the Aysen región which is a sparsely populated area of southern Chile with glaciers, fjords and mountains, so they are surrounded by beautiful scenery just as we are in Scotland. The salmon are then processed in the plant in Puerto Montt, which allows them to have a timely dispatch of orders from customers purchasing fresh and frozen products.



## Ganong teams up with Cooke to take candy company global

**ST. STEPHEN, NEW BRUNSWICK, CANADA** – Two well-known entrepreneurial New Brunswick families teamed up earlier this year to strengthen and grow Canada's oldest candy and chocolate company. Glenn Cooke, Cooke Inc. CEO, has made a major partnership investment into Ganong Bros., Limited.

This investment will be directed into new equipment and leveraging Cooke's global retail grocery presence to grow the iconic company. Ganong will continue to be led by its current management team including fifth generation President & CEO Bryana Ganong and her brother Nick Ganong, COO.

"This partnership, and the strategic investment from the Cooke family, is designed to ensure that Ganong remains competitive in an ever-changing global confectionary market," says Bryana Ganong, President & CEO, Ganong Bros., Limited. "We were committed to find an investor that understood the history of our company and our commitment to our employees and New Brunswick. We are pleased to partner with the Cooke family because they understand what it takes to run a globally competitive business from a base in New Brunswick."

"From the invention of Chicken Bones to their hand-dipped chocolates, the Ganong family has poured their hearts into producing the

finest candy for customers while building a strong, vibrant community in St. Stephen," said Glenn Cooke, CEO of Cooke Inc. "We are happy to make this positive investment to support Charlotte County and celebrate Ganong's growth as we move into the 150th year of business together."

Established in 1873, Ganong has the distinction of being Canada's original and longest standing family-owned and operated chocolate company, proudly manufacturing all its products in St. Stephen, New Brunswick. Ganong has 300 dedicated employees who manufacture a variety of premium chocolates and confectionery treats. The company manufactures their own brands as well as co-manufacturing production for Canada and the US.

"For generations our family and our employees have been helping Canadians celebrate their sweetest moments and we are thrilled to be partnering with the Cooke family who have built a global food processing company with roots in Charlotte County," said Bryana Ganong. "This exciting investment by Cooke will enhance the company's capacity to serve customers, provide more opportunities for our incredible employees, and help us continue to enhance our community."





## Bioriginal bringing evidence-based transparency to the pet nutrition industry

Bioriginal is raising the standards for purity, transparency, and sustainability of salmon and pollock oils in the global pet nutrition industry, through ORIVO certification.

**MOLDE, NORWAY AND SASKATOON, SASKATCHEWAN, CANADA –** Bioriginal Food & Science Corp (“Bioriginal”) is pleased to announce it has achieved ORIVO certification – affirming the authenticity of its salmon & pollock oils for the pet nutrition market. The ORIVO certification guarantees evidence-based transparency of Bioriginal’s raw materials for food and supplements.

The ORIVO origin verification process provides Bioriginal’s brand and bulk customers a strategic advantage over competitors, providing trust and confidence that the product on the label is what it says it is. ORIVO’s unique fingerprinting technology is used to match omega-3 products with the ORIVO reference database to prove authentic origin (species and geographic area) of the raw material used.

“We have been working hard to grow our marine oil business in the pet nutrition market, and one thing we noticed was an increasing demand from pet owners related to transparency of ingredients,” says Cameron Kupper, Vice President, Business Development with Bioriginal. “Our partnership with ORIVO, allows us to provide evidence-based transparency to customers and consumers – guaranteeing the salmon and pollock oils we sell are 100% pure and authentic.”

In addition to omega-3 supplement testing and certification, ORIVO also provides the same services to pet feed. Using state-of-the-art DNA-analysis methods, ORIVO recently performed a screening of 35 pet food products claiming to be composed of single, or multiple species. The products, from across the United States and Europe, were analyzed for species composition with the results compared to product label declarations. The results showed that almost 60% of the products did not comply with the ingredients listed. Similar testing by ORIVO on omega-3 products showed that as much as 45% of tested products did not contain the ingredients declared on the labels.

“At the end of the day, consumers deserve to know what is in the products they consume, and what they feed their pets. Our verification process and certification provide brands the ability to make sure consumers have that confidence”, explains Svein Erik Haugmo, Chief Executive Officer of Orivo. “We are excited to work with Bioriginal going forward.”

### ABOUT ORIVO

ORIVO has delivered evidence-based testing and certification services to the global feed and supplement industry since 2014. The testing technology is based on proven laboratory analysis technologies combined with strong reference databases and analysis algorithms. ORIVO is able to verify species and region of origin via quality assured sampling protocols. Based in Molde, Norway, ORIVO serves the global markets independent 3rd party verification to meet the consumer demand for transparent and sustainable feed and supplements.



# Cooke



## An ocean of opportunity awaits

At Cooke, we believe in rewarding initiative, resourcefulness and work ethic. Visit [mycookecareer.com](https://mycookecareer.com) to review potential opportunities to move your career forward.





## Cooke acquires Slade Gorton, America's Original Seafood Family®

**SAINT JOHN, NEW BRUNSWICK, CANADA AND WALTHAM, MASSACHUSETTS, USA** – Cooke Inc. has formally acquired Slade Gorton, one of the United States largest distributors, importers, and manufacturers of fresh and frozen seafood.

Headquartered in Waltham, MA, Slade Gorton maintains a storied legacy and a heritage spanning over 95 years in the seafood industry. It is known for its deep industry expertise, unmatched customer service and its mission to bring safe and sustainable seafood from around the world to America's table. Thomas Slade Gorton, Jr. began as a fisherman's apprentice aboard schooners fishing on the Grand Banks off Newfoundland, Canada and founded the Company in 1928. His son, Michael Gorton, Sr., who led the company for over 50 years, has embodied Slade Gorton's core values of passion, respect, humility, and grace.

Slade Gorton will continue to be led by fifth generation family members Kim Gorton, CEO and her brother Mike Gorton Jr., EVP, Business Development, who will both remain in their roles and continue to be invested in the ongoing growth and success of the business.

"Over nearly a century, Slade Gorton has built a robust and resilient world class supply chain in support of our family's passion for making sustainable seafood accessible to everyone. As the world has evolved over the past several years, it became clear that to accelerate our mission and impact, it made sense to join forces with a diverse, vertically integrated company run by people who share our family values and vision for reshaping the consumer's experience with seafood. There could be no better fit than Glenn Cooke and the incredible global company his team is building. We are excited to join

forces with the Cooke family of companies to take the Gorton family's legacy forward," says Kim Gorton, CEO, Slade Gorton.

Slade Gorton currently offers more than 800 premium seafood products and maintains long-standing partnerships with hundreds of leading North American foodservice and retail customers.

"Cooke and Slade Gorton share a passion for ensuring that everyone has an opportunity to enjoy delicious, nutritious and sustainable seafood whether dining at home or in a restaurant," says Glenn Cooke, CEO of Cooke Inc. "We will build on the expertise, innovation, and deep commitment to its customers' success that Slade Gorton is so well-respected for. Working together with the True North Seafood sales team and leveraging Cooke's global infrastructure and reach, we will help support our customers in increasing consumption of seafood in North America."

With 4,000 employees and distribution locations coast to coast across the USA, Cooke offers a fully vertically integrated seafood harvesting, processing, sales, and distribution network to provide wholesale and retail customers with premium fresh and frozen seafood in every state.



## Culmarex expands its facilities in Águilas to increase production

**SPAIN** – The mayor of Águilas, Mari Carmen Moreno, visited Culmarex to see the plans for a new expansion planned for the Industrial Estate "El Labradorcico" in Águilas.

Culmarex is developing an extension of more than 5,000 square meters in its current facilities, which will be entirely dedicated to further processing sea bass and sea bream product. The new production space will be ready for product in 2023 and will mean a gradual increase in production and workforce over the next few years.

The mayor thanked Culmarex "for continuing to bet on Águilas and the creation of jobs in our municipality."



## In the News

From left, Chris Williams, Tyler Penton, Julia Norris, Cyr Couturier, Sheldon George, Rebecca White (Missing from photo: Gary Wilton).

## NL seafood farming sector recognizes leaders and innovators with Aquaculture Hall of Achievement Awards

**GANDER, NEWFOUNDLAND, CANADA** –

The Newfoundland Aquaculture Industry Association (NAIA) presented the Aquaculture Hall of Achievement Awards in Gander in February and Team Cooke was well represented.

Our Cold Ocean Salmon team in Newfoundland was recognized for Excellence in Innovation while Gary Wilton, Manager of our Daniel's Harbour Hatchery, was named Aquaculturist of the Year.

These awards highlight the accomplishments of the best and brightest people, innovations and advances in the province's quarter-billion-dollar finfish and shellfish aquaculture sector.

"The finfish and shellfish aquaculture sectors in this province have seen some truly tremendous advances on all fronts in recent years, and these awards help recognize

the contributions of the many dedicated and talented people and companies we have supporting that effort," said NAIA Executive Director Jamie Baker.

"The people recognized today have all made remarkable contributions to the establishment and growth of the sector in our province on many levels, and we look forward to their continued dedication and achievements."

Baker noted that the NL aquaculture sector is poised for positive sustainable, sensible growth in the years ahead given the province's growing environment, room to expand, availability of marine resource expertise, farming experience and clear proximity to key seafood markets.

"Producers are providing critical support on food security for Newfoundlanders and Labradorians, and we are providing careers – not just jobs – for people living in rural, coastal communities," he said.

"But it is also important to remember that this sector strives daily to meet and exceed stringent global environmental and sustainability standards as we play our part in the emerging Blue Economy."

Other award recipients included:

**Lifetime Achievement** –

Chris Williams  
Mowi Canada East, Pool's Cove

**Stewardship and Sustainability** –  
Rebecca White  
Badger Bay Mussel Farms, Triton/Flatrock

**Distinguished Early Career/Youth** –  
Julia Norris and Tyler Penton  
Grieg Seafood NL, Marystown

**Aquaculture Ambassador** –  
Cyr Couturier  
Marine Institute of MUN, St. John's, NL



## Cooke welcomes US Ambassador and Consul General at corporate headquarters

**SAINT JOHN, NEW BRUNSWICK, CANADA –** With aquaculture and wild fisheries operations on both sides of the border, our CEO, Glenn Cooke and colleagues, were honoured to host U.S. Ambassador David L. Cohen and Consul General Lyra S. Carr at the Cooke global

headquarters in Saint John, New Brunswick earlier this year.

Cooke is a proud supporter of our solid trade relationship as we work together to provide sustainable seafood for our customers and build stronger communities.



## Bioriginal maintains top accreditation in BRCGS audit

**SASKATOON, SASKATCHEWAN, CANADA –** Bioriginal is proud to announce that it has maintained its top accreditation in the British Retail Consortium Global Standards (BRCGS) audit for Food Safety, receiving an AA+ rating for the third year in a row.

The BRCGS is a leading global brand and consumer protection organization, recognized by the Global Food Safety Initiative (GFSI), that helps to ensure food safety, quality, and operational excellence in

the food industry. Bioriginal's AA+ rating is a testament to its commitment to maintaining the highest standards of food safety and quality management.

"We are delighted to have maintained our AA+ rating in the BRCGS audit for the third consecutive year," said Petros Loutas, Bioriginal's VP of Quality Assurance & Regulatory Affairs. "This achievement is a reflection of our continued dedication to providing our customers with safe and high-quality products that meet their needs and exceed their expectations."



Bioriginal's dedication to quality and safety is further demonstrated by its investment in state-of-the-art technology, rigorous testing procedures, and ongoing employee training and development programs. These efforts have enabled Bioriginal to deliver complete nutritional solutions that are trusted by leading brands around the world.

## Cooke Aquaculture named one of Atlantic Canada's Top Employers

**SAINT JOHN, NEW BRUNSWICK, CANADA –** Its generous support of people and communities while building on its business success has earned Cooke Aquaculture Inc. a place among Atlantic Canada's Top Employers.

This special designation recognizes the employers in Canada's four Atlantic provinces that lead their industries in offering exceptional places to work. The annual competition is organized by the editors of Canada's Top 100 Employers.

"We are a family company. That is important to us as our seafood business has grown through Atlantic Canada and around the world," said CEO Glenn Cooke.

"We are connected to our communities, and We are committed to helping them grow. As a company and as individuals, we value qualities like respect, compassion, and generosity. It is those values, and it is our people, which make our company successful."

Cooke Aquaculture, with operations in all four Atlantic provinces, has seen tremendous growth during unprecedented and uncertain times.

In 2022, the company added Connors Transfer Limited – a 143-truck fleet based in Stellarton, NS – to its transportation team. Cooke also expanded its global market reach by acquiring the leading shrimp processing company in Western Europe, Morubel N.V., as well as Australia's leading vertically integrated seafood producer, Tassal Group Limited.

Closer to home, Cooke made a partnership investment into family owned Ganong Bros., Limited to help strengthen and grow Canada's oldest candy and chocolate company, which is also an important employer in southwestern New Brunswick based in St. Stephen.

In Atlantic Canada, Cooke Aquaculture is known best for its vertically integrated Atlantic salmon operations. The "egg-to-plate operations" offer a wide range of career opportunities from the ocean to the office and many places in between.

In addition to those occupations directly related to raising farmed Atlantic salmon, Cooke Aquaculture also employs people in



all the administrative and support fields that any large company requires. That includes finance and accounting, human resources, IT, sales and marketing, treasury, legal and other professional occupations.

Work locations vary from small coastal communities such as Hermitage, NL, Shelburne, NS, or Charlotte County, NB, to larger centres like Saint John, Charlottetown and Dartmouth.

In addition to offering employment to long-time residents, Cooke Aquaculture has also become an employer of choice for new Canadians and has welcomed newcomers to communities throughout the region.

Cooke Aquaculture's dynamic growth and wide variety of positions and work locations lead to the company's recruiting tagline: "An ocean of opportunity awaits."



## Cooke meets Australian Trade and Investment Commission team in Toronto

**TORONTO, ONTARIO, CANADA –** Earlier this year, our Vice President of Public Relations, Joel Richardson, had the pleasure of meeting Honourable Scott Ryan - Australia's High Commissioner to Canada and the Australian Trade and Investment Commission team in Toronto.

Joel delivered a presentation about family-owned Cooke Aquaculture based in Blacks Harbour, New Brunswick, and

the company's definitive agreement to acquire Tassal Group Limited, the largest vertically integrated seafood producer and blue agri-tech business in Australia.

Canada-Australia relations are friendly, highly productive and have developed with shared values to ensure the commercial relationship between the two countries is strong and diversified.



# Wanchese Fish Company adds new scallop vessel for Argentina

VIGO, SPAIN –

August 5, 2023; Wanchese Argentina, a subsidiary of Wanchese Fish Company, has christened its new Argentine scallop vessel, the Erin Bruce II, at a ceremony in Vigo, Spain. It is the biggest new build of a factory freezer trawler in the Argentine fishery and the first to be constructed specifically for the scallop fishery. The vessel will set sail for Argentina shortly and is expected to be in operation in Argentine waters in the first quarter of the 2024 season.

“This new vessel is designed to be fuel efficient, offer modern accommodations for the crew, and leverage new technology and equipment to find new efficiencies in our harvesting and processing,” said Ross Butler, CEO of Cooke Seafood USA. “We are excited to welcome the Erin Bruce II to our fleet and we will continue to replace and modify vessels in the coming years as part of our ongoing renewal plan.”

The Erin Bruce, built in 1978, was the first and pioneer vessel in the Argentine scallop

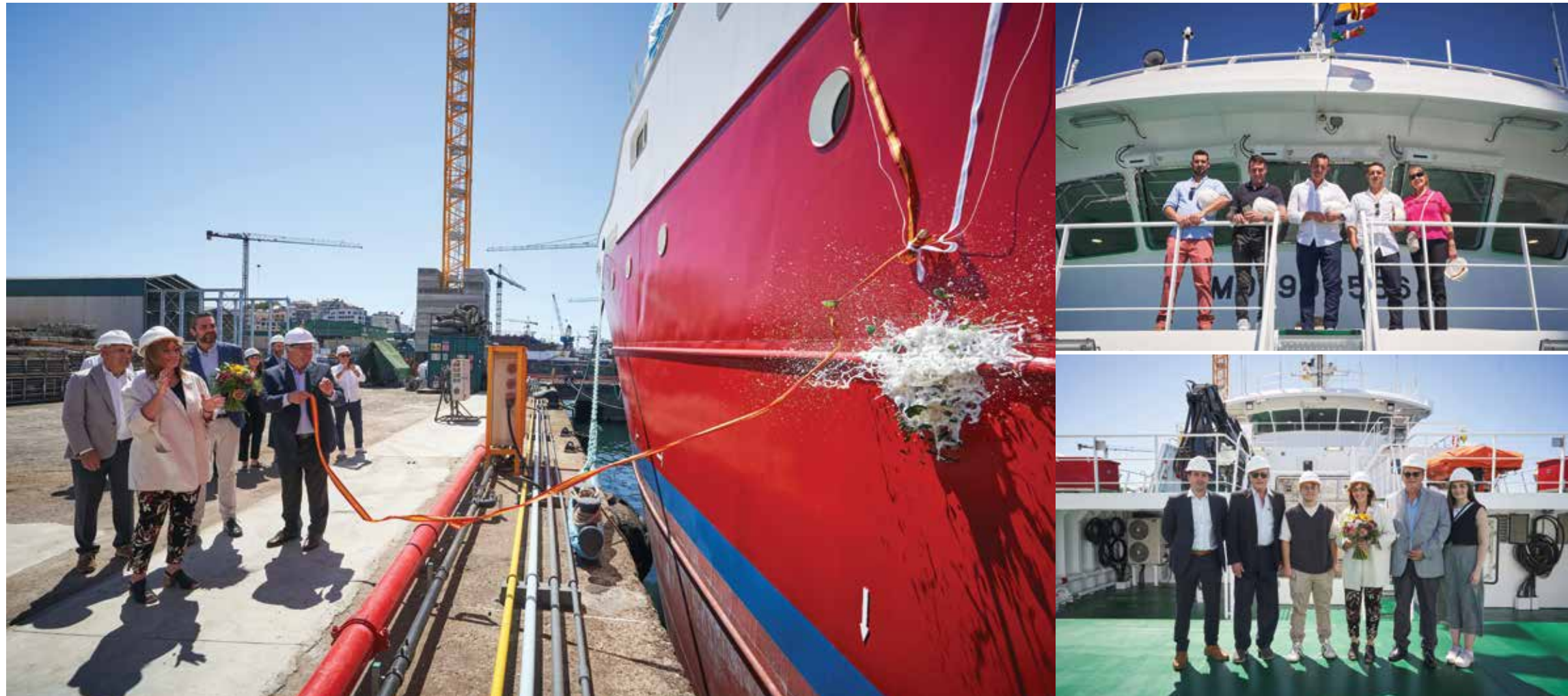
fleet. The new vessel, built by Astilleros Armon shipyard in Spain, will honour the name and continue the legacy of the original.

The new vessel has a carrying capacity of 400 cubic metres, and can accommodate up to 37 crew members. A number of new features were added during construction that will allow Wanchese to exceed regulatory standards and better meet the growing needs of customers, including: grading machine; processing electronics; electronic winches and autotrawl; radars, echo sounders, and

trawling sensors in doors and nets.

Patagonian scallops will be harvested year-round by the Erin Bruce II and frozen-at-sea within an hour of harvest to ensure maximum freshness. The Argentine scallop fishery is fully certified by the Marine Stewardship Council (MSC).

The Erin Bruce II is the second vessel in our Argentine fleet to be built under the Wanchese renewal plan. It is 50.5 meters in length and 12 meters in total width.



## Cooke appoints Johan Brouwer as Managing Director of Morubel and Executive Frozen Sales Leader for Europe

OSTEND, BELGIUM – September 5, 2023; Cooke Inc. is pleased to announce that Johan Brouwer has been appointed as the new Managing Director of Morubel and Executive Frozen Sales Leader for Cooke Europe.

Morubel is the leading shrimp processor in Western Europe that cultivates, processes, packs and distributes shrimp and other seafood products. Morubel distributes its market-leading organic and frozen products to retail, foodservice and food industry customers across Europe.

Based in the Netherlands, Mr. Brouwer is a 25-year veteran in seafood and brings significant experience in foodservice, retail sales and account management. He is joining Cooke from Veramaris, where he was the director of business development. He previously held roles at Seafood Connection (Maruha Nichiro Group) and Marine Harvest (Mowi) and currently sits on the Board of Directors for the Global Shrimp Forum.

Mr. Brouwer will report to the COO for Cooke Europe and will be responsible for overseeing all business operations and sales and marketing.

The Cooke family of companies has diversified operations in Europe including Bioriginal Europe/Asia B.V. in The Netherlands, Cooke Aquaculture Scotland, Cooke Aquaculture Spain / Grupo Culmarex, Northeast Nutrition Scotland, and Morubel. Cooke's core purpose is 'To cultivate the ocean with care, nourish the world, provide for our families, and build stronger communities'.





## Cooke accepts award from the Miramichi Salmon Association at Autumn Dinner Celebration

**SAINT JOHN, NEW BRUNSWICK, CANADA –** The Miramichi Salmon Association was pleased to work with the Saint John Dinner Committee to bring this iconic autumn event back to Saint John. This event served as the official kick-off for the Miramichi Salmon Association's 70th year celebration, to be held throughout 2023.

On November 4, members and supporters gathered to discuss Atlantic Salmon on the Miramichi, raise money for conservation initiatives, and honour a steadfast supporter, Cooke Aquaculture.

The event featured a silent auction, beverages from Sussex Distillery, an update about conservation projects, a record-breaking live auction, and an award presentation to Cooke Aquaculture. New records were set for fishing trips on the Miramichi, thanks to generous bidders and donors.

The Dinner Committee chose to honour Cooke Aquaculture for their significant and supportive contributions over many years, most notably with the MSA's historic hatchery. In addition to celebrating 70 years of the Miramichi Salmon Association, the hatchery will be continuously operating for 150 years in 2023 - a milestone solidified in large part from Cooke's generosity and leadership.

Michael Szemerda, Global Chief Sustainability Officer at Cooke Aquaculture, accepted the award on behalf of Glenn Cooke.

"The technology, equipment, knowledge and innovations we use to raise fish today have changed dramatically from what would have been in the Miramichi Salmon Conservation Centre when it was first constructed almost 150 years ago. What remains the same is the urgent need to address the decline of wild salmon stocks in New Brunswick," said Szemerda. "As a New Brunswick-based family company, our work right here at home holds special meaning. Wild Atlantic salmon recovery is at the heart of our sustainability and conservation efforts."

Cooke Aquaculture has sponsored the Saint John Autumn Dinners annually, in addition to donating state-of-the-art technology and equipment for the hatchery in South Esk, and leveraging the experience and expertise of their team to help address issues or enhance operations at the hatchery.

"We're proud to work alongside an organization like the MSA in its work preserving and advancing the environmental integrity for all species in the Miramichi Watershed," shared Szemerda.



In addition to honouring Cooke Aquaculture, the MSA was pleased to welcome directors, members and supporters from across Atlantic Canada and the US.

"It was wonderful to gather in person in Saint John, update our members and supporters about projects on the Miramichi River, hear from our passionate anglers, and raise important funds for the MSA as we enter our 70th year," said MSA President, Robyn McCallum.

Thanks to this strong in-person fundraising event, critical conservation activities will continue on the Miramichi, using MSA's 'boots on the ground' approach to sustaining Atlantic Salmon.

*Story formally released on the Miramichi Salmon Association Inc. website*

## Omega Protein team attends Petfood Forum 2023

**KANSAS CITY, MISSOURI, USA –** Petfood Forum is the event where top global dog and cat food manufacturers, nutrition experts and industry suppliers go to learn and network – and once again in 2023, our Omega Protein team was there!

The Omega Protein team was meeting customers and proudly showcasing our products and the nutritional benefits that they provide to dogs, cats, horses, and more!

From left are: Lacie Gaskins and Ashley Dawson (Customer Service and Inside Sales Managers), Melissa Thrift (Senior Quality Manager) and Jane Crowther (Sr. Director of Refined Oils).



# Cooke



We're proud to offer wild and farmed True North Seafood products that meet a variety of certifications and recommendations



### Atlantic Salmon

### Alaska Salmon

### Sea Bass

### White Shrimp



To find out more about the rest of our products visit [truenorthseafood.com](https://truenorthseafood.com)





## Sustainability



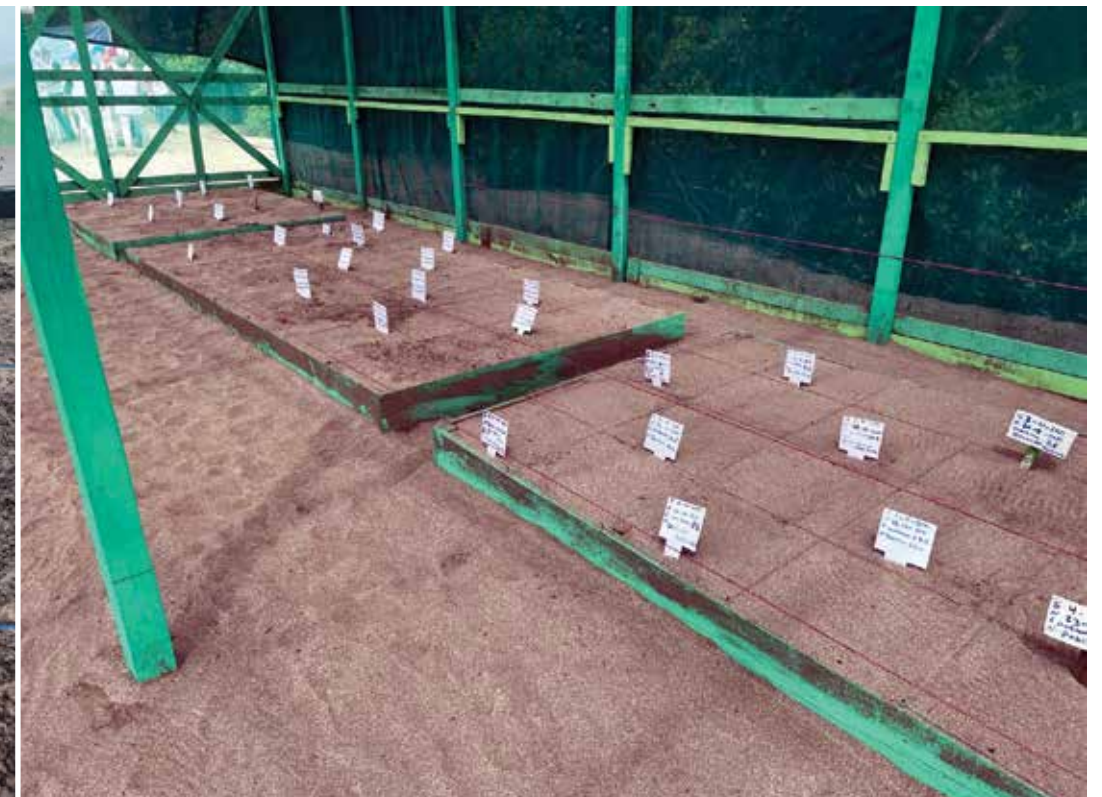
### Sea Turtle Protection Program: a legacy of care and release

**NICARAGUA** – In 2007, the Laboratorio Semillas Acuáticas, S.A. in Nicaragua gave life to the Program for the Protection and Conservation of Sea Turtles. Since then, our objective has been clear: to preserve the various species of sea turtles that choose our coasts to nest, species such as the Olive Ridley Turtle (*Lepidochelys olivacea*) and the Hawksbill Turtle (*Eretmochelys imbricata*). Each year, hundreds of nests are carefully established, resulting in the release of thousands of hatchlings into the wild.

To date, we have released a staggering 104,682 hatchlings on the Pacific coast. After an incubation period of 6 to 10 weeks, these resilient creatures emerge from their nests under the sand, guided by the dim light of the moon to find their way into the ocean, swimming determinedly into the initial waves. However, this journey is fraught with danger; hatchlings face threats such as human interference, vehicle traffic, predatory birds, and other animals.

#### Firm Commitment: Sea Turtle Conservation

At Seajoy Group, we understand the urgency of preserving and safeguarding these extraordinary creatures, and our commitment to the conservation and protection of sea turtles is unwavering. With our efforts, we aspire to offer a safe path for these hatchlings, allowing them to embark on their journey towards maturity without unnecessary obstacles.





## Mangrove Project: a sustainable commitment to the preservation of the ecosystem

**NICARAGUA** – Mangrove Project is an initiative of Seajoy Group in Central America that reflects our firm commitment to environmental conservation and the promotion of biodiversity in tropical and subtropical regions.

In 2007, the Seajoy Group took the initiative to create the Mangrove Project, whose main objective was the protection and recovery of the mangrove ecosystem. From its inception, our purpose was clear: to encourage the participation of our collaborators and the surrounding communities in the implementation of key measures to revitalize this precious habitat.

### The Importance of the Mangrove: An Ecological and Social Treasure

The mangrove swamp, a vital ecosystem that develops along the coasts of tropical and subtropical regions, displays multiple ecological and social benefits. In addition to serving as essential habitat for various marine species, mangroves contribute to the

supply of timber and forest products, protect our coastlines from erosion, and support the biological diversity that enriches our environments.

### Harvesting Sustainable Successes: Project Milestones

Since its inception, the Mangrove Project has achieved impressive milestones:

**Pioneers in Mangrove Planting:** The Seajoy Group has distinguished itself as a pioneer in mangrove planting since 2007 in the Gulf of Fonseca, leaving a lasting footprint of sustainability in our riverside operations.

**Cooperation and Strategic Alliances:** We have established key collaborations, including the agreement and cooperation with the Forest Conservation Institute of Honduras (ICF RFP 0202019), strengthening our efforts and expanding the impact of our actions.

**Tree Growth:** Only in the year 2022, 79,678 mangrove propagules were planted in our companies. So far, we have planted a total



of 996,608 propagules in our operations in Honduras and Nicaragua, transforming landscapes and ensuring an ecologically healthy future.

### A Network of Commitment: Every Propagule Counts

The success of the Mangrove Project would not be possible without the participation and commitment of various stakeholders. Our collaborators, local residents, suppliers, clients and surrounding communities that have come together to carry out the mangrove plantation, demonstrating that each propagule planted is a step towards a more sustainable and resilient future.

### A Promise for the Future

As we look forward, we reaffirm our commitment to continue to be responsible stewards of riparian ecosystems. We will continue to innovate, collaborate and pave the way for a greener and more prosperous world. Together, we are building a sustainable legacy for generations to come.



## Bioriginal Europe/Asia achieves GMP+ certification, driving growth in pet nutrition market



**NETHERLANDS** – Bioriginal Europe/Asia B.V. has expanded into the pet nutrition market in Europe after having recently obtained GMP+ certification at the Netherlands facility. This certification demonstrates the company's commitment to producing safe and high-quality products that meet global standards.

GMP+ is a globally recognized certification program that ensures the safety, quality, and sustainability of animal feed and food products. Being GMP+ certified enables Bioriginal Europe/Asia to expand its presence in the pet nutrition market by increasing its production capacity and strengthening its supply chain. This will allow the company to meet the growing demand for high-quality nutritional products for pets, while maintaining the highest standards of safety and quality.

"We are delighted to have achieved GMP+ certification, which reflects our commitment to providing our customers with the best possible products and services," said Armand van de Putte, Sr. Vice President & Managing Director of Bioriginal Europe/Asia. "This certification will enable us to further grow our business and expand our range of products to meet the evolving needs of the pet nutrition market."

With the GMP+ certification, Bioriginal Europe/Asia is well-positioned to continue its growth trajectory in the pet nutrition market, offering safe and high-quality products that help improve the health and wellbeing of pets around the world.



## A forest for the future: Seajoy's forest nursery

**HONDURAS** – Seajoy Group's contribution to conservation is not limited to the sea. Our production centers house nurseries in which 22 species of precious wood are cultivated, such as cedar, teak, leucaena, madrono and guanacaste. After two months of care, these plants are donated to workers, schools and public institutions, sowing a greener future.

In the year 2023, we have managed to reduce an impressive 44.8% of carbon dioxide emissions in our ecosystems. This figure is a testament to the power of collective action and Seajoy Group's commitment to sustainability.

We are delighted to share these achievements with all of you. Each step we take in these initiatives brings us closer to a future where coexistence with nature is harmonious and sustainable.

### Forging a Sustainable Future Together

As we take this significant step forward, we appreciate your support and partnership. It is with our united efforts that we can pave the way to a brighter and more sustainable future.

## Conserving black shells: a nursery for recovery

**NICARAGUA** – The Seajoy Group prides itself on its focus on the conservation of marine-fisheries resources. To this end, we established a nursery for the protection and conservation of black shells in the Estero Real delta. This strategic initiative seeks to recover and conserve one of the most exploited species in the region, with accreditation from the Ministry of Environment and Natural Resources.





# Our People

## Cooke's Daniels Harbour Hatchery Manager awarded Aquaculturist of the Year 2023

**NEWFOUNDLAND, CANADA** – A pioneer of aquaculture in Newfoundland and long-term Cooke employee was recently recognized by his peers and colleagues for his commitment and contribution to the industry. Gary Wilton, Freshwater Hatchery Manager at Cooke's Daniels Harbour Hatchery, received the Aquaculturist of the Year award from Newfoundland Aquaculture Industry Association (NAIA) at its 2023 Industry Awards Luncheon in February.

"It is flattering to know that people have taken notice on what the Daniel's Harbour facility has done and how it has contributed to the evolution of the industry here, and it is nice to be recognized for being part of it," says Wilton. The award honours individuals for their contributions to NAIA and the development of the sector in the province over a prolonged period of time. Past recipients have included people from industry, the supply sector, academia, and government agencies.

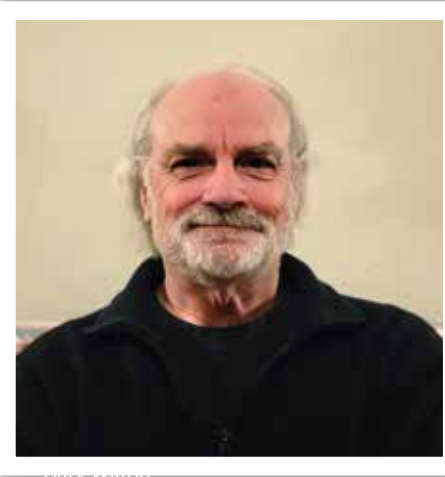
Wilton, a native of St. John's, earned a Bachelor of Science from Memorial University and spent the first few years of his career working with the provincial and federal governments on contracts in the fisheries. He was part of the first cohort to earn a Graduate Diploma in Aquaculture from the university's

Marine Institute in 1988. With that certificate in hand, Wilton moved to Campbell River, BC for a year before returning to Newfoundland. He has been part of the province's aquaculture sector ever since.

He joined an initiative to test the viability of an arctic char hatchery at a time when a zinc mine – a major employer in the area – was closing down. "The concept we were trying to prove was that putting in the hatchery would work and could develop into something that would create jobs. It started as a six-month pilot project that lasted for three or four years."

Eventually, the Daniels Harbour facility evolved into a salmon smolt hatchery and was acquired by Cooke Aquaculture in the early 2000's. Since then, Gary has overseen many changes at the facility. He has led the team through a series of upgrades and expansions, and has developed an unparalleled depth of knowledge and breadth of experience raising fish and managing a hatchery in rural Newfoundland.

His willingness to share his perspective to advance both performance at the Daniels Harbour facility and the aquaculture industry in general, has led to significant contributions to the provinces aquaculture sector. Congratulations, Gary!



## Team-building in Chile

**CHILE** – The first team building activity of 2023 for our plant employees took place in March. Employees from Maintenance, Quality, Cold Stores and Production of our Tepual Plant were all in attendance. The activities took place over the course of two days; day one focused on effective communication and teamwork, and day two included outdoor activities designed to strengthen ties and collaboration.



## Congratulations grads!

**ST. GEORGE, NEW BRUNSWICK, CANADA** – Congratulations to Miranda Jones, Greg Flemming and Tanya Cook from our True North Salmon value added processing team in St. George, NB, on completing their Food Processing Skills Canada training.

The program is designed to improve technical skills and efficiency, but it also has a strong emphasis on people skills, leadership, and emotional learning.

Congrats on this achievement and thanks for helping strengthen #TeamCooke!





## Excel training for Cooke Chile employees

**CHILE** – Thirty-five employees from the different departments within Cooke Chile operations received formal training at the basic and intermediate levels of Excel.



## Processing plant personnel complete training in Chile

**CHILE** – During the months of January and February, all processing plant personnel took part in regulatory training. Among the courses taken were BRCGS v9, Global GAP and ASC HACCP Update, Food Defense, Food Fraud, POS and Summary of BRCGS v9 Standards, MSC, FDA Kosher. All of the content themes were fundamental to working through an audit, and to ensure the team continues to bring quality and sustainable product.



## OBI's Petersburg plant welcomes their New Plant Manager

By Karisa Kraakmo

**ALASKA, USA** – We are excited to welcome a new member of the OBI management team. Our new Petersburg Plant Manager, Uriah Calhoun, started in his new position earlier this year.

Uriah grew up around the seafood industry in Long Beach, Washington, before starting his career at Jessie's Ilwaco Fish Company in 2008 as a forklift operator. He later became a Production Manager, and eventually rose to Plant Manager while there. More recently, Uriah joins us after working as Assistant General Manager at California Shellfish Co. in Oregon, where he oversaw maintenance, dock, and production teams' projects, guiding smooth and efficient operations.

He is joined by his family, who have just made the move from Oregon to Petersburg. "We have fallen in love with this beautiful little town" says Uriah. "My experience with everyone within the company from day one has far exceeded my expectations!" On his new team at the plant, Uriah says "There is much to admire about this great group that I am

fortunate enough to work for. Right off the top, I would have to say it is their willingness to embrace the new guy and their ability to not let that interrupt their focus and attention on getting things ready for the season, and they have all been so warm and welcoming!"

Uriah and his family have been busy settling into their new home and exploring the town. He looks forward to getting to know all the employees at the plant and is excited to see the plant in operation: "I have always enjoyed the hustle of the busy seasons and the way it brings everyone together to accomplish our goals!"



## Cooke logistics team members earn Certified Logistics Professional designation

**ST. GEORGE, NEW BRUNSWICK, CANADA** – Logistics team members Tricia Melvin, CCLP, and Janice McDermott, CCLP, have recently earned their CITT-Certified Logistics Professional designations – granted to those who demonstrate deep and broad transportation logistics expertise.

"It has been remarkable to see Tricia and Janice pursue certification while maintaining the highest levels of commitment and performance in their daily responsibilities. It is truly an honour to have such impressive team members," said Cory Jackman, Director of Logistics.

The designation must be continuously maintained by professional development, ethical behaviour, and remaining in good standing with CITT, Canada's Logistics Association. It tells industry that a CCLP designation holder is committed to professional excellence in logistics.

"It was not easy and we are very proud of this achievement. Tricia and Janice worked a lot of extra hours to achieve this and showed great dedication. Earning these designations is a great personal achievement and it also makes our logistics team stronger," said Jennifer Casey, Logistics Team Lead.

Congratulations Tricia and Janice!



## Taking part in Norwick Up-Helly-Aa festival fun

**SHETLAND, SCOTLAND** – We have a true Viking leader working here at Cooke Aquaculture Scotland. On Saturday, February 25, Michael Thomson, who works at the Quoys Hatchery in Unst, Shetland, took the reins as Viking Jarl for the Norwick Viking fire festival – otherwise known as Norwick Up-Helly-Aa.

The Jarl is the chief of the Vikings and his squad is made up of his team of Vikings which he has personally selected to accompany him on the day.

The Viking-inspired fire festival that attracts thousands of visitors each year has been celebrated in Shetland since around 1880 and it has expanded greatly since then. There are now 12 official Up-Helly-Aa's held throughout Shetland between January to March each year.

Michael first took part in a Jarl Squad, aged just five years old and has always hoped to be the chief Viking someday. "Being a Jarl is something I have always wanted to do since I was a little boy," said Michael.

Michael had to wait a little longer than most Norwick Jarls, for his time to come around. He was meant to be Jarl in 2021, but as with most other Up-Helly-Aa's that year, it was postponed due to COVID-19 restrictions. This meant he waited six years to become the Viking leader. He saw his dad take on the Guizer Jarl role in 2001. His father, Andrew (also known as Drewie), was among Michael's squad of 27 Vikings this year as well as his two young sons – Reece and Scott - and a brother, uncle and nephews making it a true family affair.

Each year the Jarl picks a Viking persona they wish to represent. Michael chose to be Thorfinn Skullsplitter, a tenth-century Earl of Orkney. "The reason I went for that was because when my dad was Jarl in 2001, he depicted the father of Thorfinn Skullsplitter," Michael explains.

In 2001, Michael's father had represented Einarr Rognvalderson, often referred to by his byname, Torf-Einarr.

The outfits created by the Jarl Squad featured blue tunics and chainmail. Michael said, "the chainmail took a while to make, even with everyone helping out."



Michael and his boys wore white sheepskins and boots to define them from the rest of the squad, which all wore black sheepskins and boots. The Shields were designed by Andrew Thomson who was Jarl in 2020. Andrew also works for Cooke Aquaculture Scotland as a Site Manager at Uyeasound. The shields were black, with a silver design, however, Michael carried the Jarl's shield which is the same shield which gets passed down from Jarl to Jarl each year and has been in use since 1985 when the Norwick Up-Helly-Aa first began. The Viking ship, known in Shetland as the galley, gets burned at the end of the festival. It was named 'Saito' inspired by a place in Unst, the island where Michael was born and bred. The galley's head had been carved by Unst artist Gina Ritch and the ship gets built from scratch every year by hand.

As is traditional with the Norwick Up-Helly-Aa, the Squad began visitations on the Thursday before, with a stop off at the Baltasound Junior High School. They read two Viking-themed stories to the children at the school. Over the weekend they continued their visits to the north Unst community including the usual stop at the local care home Nordalea, where the Jarl Squad sang the Up-Helly-Aa song to the residents.

The light-up of the torches for the procession began at 7:30 pm on the Saturday evening, ending at the ship burning site at Norwick beach in Unst. "The procession was the best part – it was incredible, the weather was perfect: it was flat calm and the moon was bright. Everybody was in such good form, it was amazing," said Michael. The night continued at the local community hall in Haroldswick, which welcomed 13 squads and 121 guizers from other areas of Shetland.



# Safety champions spotlight

## Why safety at Cooke matters to me

### Glenn Steeves – True North Salmon

Processing Maintenance Manager,  
True North Salmon, Fundy Bay Drive Processing Plant, New Brunswick

*Member of the Joint Health & Safety Committee  
Employed with the company since 2018*

“Safety is of utmost importance to me and my team at Cooke Aqua. As the maintenance manager, I understand the importance of ensuring that all employees are safe in their work environment. It is the teams responsibility to ensure that all safety regulations are followed and that all equipment is regularly maintained.

Safety matters to me because I care deeply about the wellbeing of my team. I want them to feel secure and safe while they are working, so that they can focus on their tasks without worrying about their safety. By taking proactive measures such as regular maintenance checks, safety training sessions and hazard assessments, we can create a safer workplace for everyone.”



### Patti Ross – True North Salmon

Production Trainer, True North Salmon,  
Fundy Bay Drive Processing Plant

*Employed with the company since 2009*

“Working safely is simple and rewarding, it is teamwork. Practicing safety is for you and your coworkers, everyone ends the workday in the same style they arrived, healthy.”



### Tom McKay – Cooke Aquaculture

Health & Safety Specialist,  
Cooke Aquaculture, Blacks Harbour, New Brunswick

*Employed with the company since 2021*

“From many years of wearing different hats and seeing many different things, I have seen the effects firsthand of how an accident drastically affects, families, co-workers, comrades, companies, etc. Safety at Cooke Aquaculture is important to me as I want every single person to come to work knowing that they are in good hands, and I also want them all to go home to their loved ones the same way they left.”



### Mike O’Neil – Kelly Cove Salmon

Aquaculture Site Technician,  
Kelly Cove Salmon Saltwater, Nova Scotia

*Employed with the company since 2008*

“Safety at Cooke matters to me because with the proper equipment, training, and not hurrying means that my co-workers and I can return home each day without injury.”



### Matthew Kimball – Kelly Cove Salmon

Saltwater Area Manager,  
Kelly Cove Salmon Saltwater, Grand Manan, New Brunswick

*Employed with the company since 2017*

“I am married to my wife Angel and I have 2 children, Ethan who is 10 and Amaya who is 8. When I go to work I try to work safe for them. I want to see them grow up, be there when they get married and hopefully see and be able to interact with their children. I also want them to learn to work safely so they can do the same when they have to go to work.

When I work with other employees, I want them to be safe for the same reasons. Everyone has someone to be safe for and it is my job to work safe not only for myself and my family but for my coworkers and their families as well.”



### Jason Hammond – Cooke Aquaculture

Logistician, Cooke Aquaculture, Saint John, New Brunswick

*Employed with the company since 2019*

*Chair of the Cooke Admin JHSC Committee*

“Safety is an important part of work for all of us to have a happy and healthy work environment. I have been fortunate enough to be part of the Joint Health and Safety Committee (JHSC) for the administrative buildings in New Brunswick for the past two years. I have had the privilege of working with a dedicated group of colleagues who help to drive the development of policies and procedures both in response to health and safety issues and in order to prevent them. We spend so much time at work, it is important for all of our personal wellbeing’s, both physical and mental health, to be able to work in an environment with high safety standards, low accident rates and a culture of looking out for each other. Knowing that I can walk into any of our buildings and enter a safe work environment gives me the ability to focus on my work in a company that can proudly hold up our safety record bolstering our professional reputation. ”





## Defibrillators roll out across Cooke Scotland

**SCOTLAND** – Throughout 2022, Cooke Aquaculture Scotland deployed 12 new defibrillators to shore bases throughout Shetland, Orkney and the UK mainland, to be available in case they are required by anyone.

All the defibrillators are registered on the British Heart Foundation national register of defibrillators across the UK called The Circuit. It is used by blue-light emergency services to access the equipment when called out. So, whether in the Highlands or islands, Argyll or Cumbria you can always use our emergency lifesaver if needed.

These defibrillators have already made a difference. A Lerwick man saved his brother's life when he used one of the defibrillators that he was delivering to Cooke Aquaculture Scotland. Gerry Paul happened to have the devices in his van when his brother, Johnny, became unwell at his mother-in-law's house. In a remarkable coincidence, Gerry was returning the favour, as when the two brothers Johnny and Gerry were children, Johnny had saved Gerry (aged three at the time) from drowning.

There have also been local applications towards the purchase of defibrillators through our Community Benefit Fund programme. In Orkney, the Firth Primary School also applied

for and received a new defibrillator in 2022. Emma Rendall wrote, "at the moment there is only one public access defibrillator in the Firth and Finstown area...so should someone go into cardiac arrest then they would have to travel nearly a mile to reach the nearest defibrillator. This could be the difference between life and death." This is in addition to the blanket lifesaving coverage Cooke the defibrillators donation has made to the island of Stronsay. Cooke donations has provided four of these life-saving apparatus making sure that wherever someone needs it there is help at end.

In 2022 in Shetland, the Sandness and Walls Community Council applied for funds to purchase a defibrillator for the West Burrafirth pier. The pier carries out a range of functions, including being the ferry terminal for the island of Papa Stour. Having a defibrillator on-hand in this remote location, could well save lives.



Cooke recently took over a store on Kirkwall pier and the first job was to install a life-saving defibrillator accessible to everyone. The pier is not only a base for Cooke sea water operations in Orkney, but it is also the marina for passing yachtsmen and where the inter-island ferries pass through. So, whether a ferry passenger, fisherman, on a yacht or just a passer-by everyone is welcome to use the defibrillator.

Lucky2BHere, the charity which provided the heart-starters, has called for more defibrillators to be installed across Scotland.

Sophie Isaacson, from the charity, said: "The outcome is not always perfect, but having the equipment there and doing everything you can possibly do allows people to feel calmer and more in control. The more defibrillators that are accessible around communities, schools, community halls, where there are people doing sports activities the better."

## Petersburg's 2022 Employee of the Year: Nathan Midkiff

By Martha Johnson and Karisa Kraakmo

**ALASKA, USA** – Since 1985, our Petersburg plant has recognized an Employee of the Year, and in 2022 the honour was awarded to Head Electrician Nathan Midkiff. Nathan was chosen because of his dedication, expertise, and long tenure at the plant.

Nathan started working at the Petersburg plant in 1975 as a teenager, first working in the egg room before moving to the maintenance department a few years later. After going to college and earning his AA degree in electrical, he came back to start work full time in 1982, taking charge of the electrical, fire sprinkler, and a number of pumping systems at the plant. Beyond keeping equipment

running smoothly, Nathan is a true leader, having trained several of our maintenance workers under the State of Alaska Apprenticed Electrician program.

Martha Johnson, Petersburg's HR Rep, describes Nathan as an exemplary employee and the plant handyman. "He knows the facility better than anyone else," says Martha. "He does so much more outside the scope of his job. He is flexible, always willing to help others, and is dependable." With technology and systems constantly changing, Nathan can embrace a challenge, and go the extra mile to keep the plant systems running efficiently.

Nathan offers great advice to anyone new to OBI and the Cooke family of companies: "Jump in, get to know what you are looking at doing and where you wish to go - sometimes you have to work for a while to find out what that is- then go for it!" In his free time,

Nathan enjoys being home with his wife and kids, or laying on the beach in Hawaii when time allows. Thank you, Nathan, for your commitment to your work at OBI!



## Ray Acebedo receives Platinum Jubilee Medal

**ST. GEORGE, NEW BRUNSWICK, CANADA** – Congratulations to Ray Acebedo, a 25-year member of our Cooke team who recently was presented the Platinum Jubilee Medal – an award that celebrates exemplary community service and is presented in honour of Queen Elizabeth II's 70th anniversary as our Sovereign.

Ray earned the award for his civic leadership and volunteer work within Charlotte County's growing and vibrant Filipino community. Presenting the award is New Brunswick Southwest Member of Parliament, John Williamson.



## Lantra Scotland awards

**SCOTLAND, UK** – Well done to all the winners and nominees at the Lantra Scotland awards!

Our very own Callum Duggan was at the ceremony in his role as a LANTRA Champion of Aquaculture. Since winning the aquaculture learner of the year category at the 2021 Albas, Callum has continued to collaborate with LANTRA Scotland raising awareness of career opportunities in rural and coastal industries.

He has added yet more qualifications and continues to be a role model for the Apprenticeship scheme in #ScotAppWeek23 having completed his Level 3 Modern Apprenticeship in Aquaculture, Level 4 Technical Apprenticeship in Aquaculture Management and ILM level 3 in Leadership and Management. He is currently studying for the ILM Level 5 in Leadership and Management and continues to be supported in his apprenticeship and qualification choices by us.

"Cooke is great to work for. I like their style and want to stay with the company. I enjoy working for them as they are so supportive and progressive," he said.

He is now based at a Cooke freshwater facility in Holmwrangle, Cumbria.



## Powerlifter Paul Gidney

**DIGBY, NOVA SCOTIA, CANADA** – Paul Gidney, of Digby, NS, a mate on our vessel the Ronja Carrier, has a legitimate claim as the strongest man in the world in his age class (Master 3 – up to 60 years old).

This week, Paul set an unofficial world record at the Canadian Powerlifting Union Nationals in Vancouver, BC. He deadlifted 276 kg (608.5 lbs) and earned gold as a Canadian champion.

The reason this is called an "unofficial" world record is that it was achieved at a national event, not a world champion event. But Paul will have that chance in October when he represents Canada on the world stage.

After his record setting lift, Paul sent a note to his colleagues here at Cooke.

"With the support of Cooke Aquaculture, it helps make it possible to achieve my goals," he wrote.

"I am now on team Canada going to the worlds in October and am proud to represent Canada and Cooke Aquaculture. It is great to know that I work for a company that wants to help me achieve my goals to be a world champion."





## Omega Protein and Ocean Harvesters celebrate Blessing of the Fleet

REEDVILLE, VIRGINIA, USA – On Sunday, May 7, in Reedville, Virginia, our Omega Protein team celebrated the Blessing of the Fleet honouring the Reedville-based menhaden fishing vessels. Individuals come from near and far to take part in this long-time tradition.

Captain Alan Hinson and crew from the F/V Cockrells Creek, a vessel operated by our fishing partner, Ocean Harvesters, participated in the ceremony. Here is to a safe and successful 2023 fishing season!







## Stromness RBL Pipe Band heads to Canada

**ORKNEY, SCOTLAND** – Cooke Aquaculture Scotland was proud to help sponsor the Orkney Stromness RBL Pipe Band's trip to Kincardine, Ontario, last August, to play with the Kincardine Scottish Pipe Band. The performance also included a guest appearance by the Ontario Provincial Police (OPP) Pipe Band.

During their stay they went out to the nearby town of Ripley, where they played at

the Rosewood Villa. The pipe band had a very good reception and enjoyed hearing some old stories from the locals. To end the evening, one of their pipers, Paul Robertson, had the honour to play as the phantom piper at the lighthouse as the sun went down.

The Orkney Stromness RBL Pipe Band took a trip to Triverton Park Manor where they played for the elderly residents. They also had the fantastic opportunity to play at Niagara Falls in the Oak Gardens Theatre, straight opposite the falls.

The band wrote: "What a beautiful place. It

was an experience that they will never forget. The boat trip into the Falls was a fine way to cool down after playing."

In their final parade in Canada, they marched down to take their place in the Kincardine Massed Pipes and Drums playing 3/4 marches – Collins Cattle, The Argylls Crossing The River Po and The Bloody Fields of Flanders.

There has long been a tradition of Orcadian emigration to Canada with the Hudson Bay Company establishing an office in Stromness to recruit Orcadians to work on their ships and journey across to Arctic Canada.



## Toys donated to children in hospital

**SHETLAND, SCOTLAND** – Christmas came early for the children at the Gilbert Bain Hospital in Shetland after toys were donated to NHS Shetland Children's ward by Cooke Aquaculture Scotland in December 2022.

NHS Shetland said it could be an "unsettling time for many" being in the hospital, and that these toys "will certainly help to bring a smile to their face."

Community Children's Nurses, Jenn Henderson and Lara White, accompanied Cooke employees, Katrine Johnson (CAS Shetland Seawater Office Manager) and Emma Coote (Communications Coordinator), to Harry's Toy Shop in Lerwick to select the toys. The Children's Nurses both had an idea in mind of what would be suitable for the children to play with during their hospital visit. Lego, colouring books, pencils, and games such as Uno or Top Trumps are always popular choices. They also purchased small activities suitable for babies and toddlers.

Harry's Toy Shop Manager, Stewart Jamieson, helped the team tally up the toys and the group bagged the goodies in our environmentally friendly, Cooke canvas bags. Emma said: "It was also a great opportunity to support a local business when purchasing



the toys. Recent years have been tough on local businesses due to COVID-19 and the lockdowns, so supporting local, was another key priority for Cooke when making this purchase."

Cooke Aquaculture's Katrine Johnson said they were delighted to help: "If a toy can bring some comfort to a sick child, and make the whole hospital experience a little less scary, then we could not think of a more worthy cause."

The children take the toys home with them at the end of their hospital visit. Roman Lucock and his dad, James, are pictured here with some Cooke toys after Roman had a visit to the hospital in December 2022.

Jenn, the Community Children's Nurse said, the toys would make "such a difference" to the bairns. We are very thankful to Cooke for their kindness."



## Cooke donation helps church with roof restoration

**HERMITAGE, NEWFOUNDLAND, CANADA** – Cooke Aquaculture has donated \$1,000 to the St. Saviour's Church in Hermitage, Newfoundland, to help with a major shingle replacement project. Gail Rose, right, our plant manager in Hermitage, presents the donation cheque to Meta MacDonald.





### Congratulations to our Buck-A-Pay for the IWK Air Canada ticket draw winner Nicole Johnston!

**ST. GEORGE, NEW BRUNSWICK, CANADA** – Nicole, our Dive Team Coordinator in St. George, NB, has won two return trip tickets to fly anywhere in North America including Hawaii and the Caribbean!

Everyone who contributes to our Buck-A-Pay for the IWK fundraiser, in which participants voluntarily donate \$1 per pay to the IWK Health Centre in Halifax, NS, was

entered into the Air Canada ticket draw. Presenting the prize is Abe Gibbons, from our IT team, who helped launch the program in 2020.

Today, nearly 400 Cooke employees in Atlantic Canada are donating \$1 per pay and that means we are giving more than \$10,000 to the IWK every year!



### Newfoundland food bank donation

**ST. ALBAN'S, NEWFOUNDLAND, CANADA** – Tracey Winsor, our Production Manager with GMG in St. Alban's, NL, presents a \$500 donation to Cindy Benoit, for the Bay d'Espoir Community Food Bank.



### Bioriginal donates to local dog rescue

**SASKATCHEWAN, CANADA** – As a company largely made up of pet owners, we firmly believe that people and pets are better together! That is why Bioriginal was proud to support the Saskatoon Dog Rescue – a local non-profit organization dedicated to the rescue, rehabilitation, and rehoming of neglected and abandoned dogs across Saskatchewan.

Thanks to the generosity of a customer, Bioriginal was pleased to present Saskatoon Dog Rescue with a donation of Simply As-Is Wild Alaskan Omega-3 Fish Oil – a natural pet supplement product providing a great way to help keep our four-legged friends healthy and happy.

Made with Bioriginal's 100% Wild Alaskan Salmon & Pollock Oils – Simply As-Is Wild Alaskan Fish Oil is a tasty and nourishing treat. Packed with omega-3s EPA + DHA, the product naturally nourishes pets' skin and coat – aiding itchy dry skin, allergies, and shedding – while keeping coats healthy, soft, and shiny. These vital nutrients also help to support heart health and proper joint function, helping to keep our furry friends as healthy as possible!



### Cooke donates to Fundy Nursing Home

**BLACKS HARBOUR, NEW BRUNSWICK, CANADA** – Team Cooke presented \$2,000 to the Fundy Nursing Home in Blacks Harbour, NB. Presenting the donation are Cooke employees Jeff Cooke (right) and Dawn Clark (second from left, along with her husband, James). James' and Jeff's mothers are residents.

Accepting the donation is Activity Director Shelley Ouellet, who said in a Facebook post:

A huge thank you goes out to Cooke Aquaculture for donating the money for us to purchase a piece of equipment we have had on our wishlist for years! The sit-to-stand lift will enrich the lives of both residents and staff here at Fundy Nursing Home.



### Love Your Hospital Radio-thon raises \$237k

**SAINT JOHN, NEW BRUNSWICK, CANADA** – With support from Team Cooke, the Love Your Hospital Radio-thon was a big success, raising over \$237,100 for the New Brunswick Heart Centre.

Presenting the \$5,000 donation from Cooke is Joel Richardson, left, and Claire Ryan, right. Accepting the donation are Jamie Gallagher, President and CEO of the Saint John Regional Hospital Foundation, and Andrea Watling, Leadership Giving Officer for the SJ Regional Hospital Foundation.



### Cooke Chile delivers food boxes for vulnerable families in Balmaceda

**CHILE** – Together with the Balmaceda Local Development Foundation, Cooke Chile proudly delivered boxes of non-perishable food to low-income families and community groups to aid those in need.





### Donation to Charlotte County Ground Search & Rescue

**ST. GEORGE, NEW BRUNSWICK CANADA** – Team Cooke proudly donated \$5,000 to the Charlotte County Ground Search & Rescue to assist with operational and equipment costs. Donations like this are critical to the self-funded, volunteer organization. Presenting the donation on behalf of Cooke are Scott Dougan, left, and Emalyn Alimasag, right. Both are also volunteer firefighters. Accepting on behalf of Charlotte County Ground Search and Rescue are Rhonda Hulan, Terry MacMillan and Lori MacKenzie.



### Aquicultura Balear proudly donates to community food groups

**SPAIN** – Aquicultura Balear (ABSA), a division of the Culmarex Group, made a donation of over 2,800 sea bass to various community food groups on the Balearic Islands. This donation allowed these organizations to feed larger numbers over the holidays and beyond with more than 2,000 kg of fresh product.

This donation was possible thanks to the collaboration with the Fishermen's Association of Andratx, the Ministry of Agriculture and Fisheries, and Food of the

Balearic Government, which helped take care of the necessary logistics to get the product to its recipients.

This fish was harvested from Port d'Andratx, where ABSA-Culmarex has raised these fish and studied their growth to their optimal development.

"We are proud to be able to make this donation, the result of this collaborative project has brought great happiness to the people of Mallorca".



### Cooke supports local tool library

**SAINT JOHN, NEW BRUNSWICK, CANADA** – Cooke proudly supported the Saint John Tool Library & DIY Workshop by being a corporate sponsor for their Annual Fall Fundraiser. This annual fundraiser allows the Tool Library to continue to make an impact in our community by providing access and education to homeowners and project enthusiasts.



### Ocean Harvesters school donations

**REEDVILLE, VIRGINIA, USA** – On Friday, January 13th, Reedville-based Ocean Harvesters Captains delivered over \$2,000 in school supplies to Lancaster County Public Schools and Northumberland County Public Schools!



### Cooke Aquaculture Chile celebrates "A New Dawn Camp"

**CHILE** – To celebrate "A New Dawn Camp", volunteers from Cooke Chile organized a clothing collection campaign to help families in need. The group included the celebration of "Children's Day" at this time, where Cooke Chile organized a recreational afternoon and supper for the children.





## Whale of a move for Shoreland Transport team

**NEW BRUNSWICK, CANADA** – The cargo was certainly unique as our Shoreland Transport team helped the New Brunswick Museum re-home a 48-foot-long Right whale model.

The Shoreland team helped move the whale, named Delilah, from Saint John, NB, to the Huntsman Marine Science Centre in St. Andrews on a long-term loan basis.

With the world's highest tides, The Bay of Fundy serves as the summer home to many Northern Atlantic Right whales – the most endangered whale. Right whales grow up to 15 meters (50 ft) in length and weigh up to 45 tons. These are a dark coloured whale with no dorsal fin.

Thanks to our Shoreland Transport team and driver Stacey Mogan for helping get Delilah to her new home.



## NSCC Nautical 150

**NOVA SCOTIA, CANADA** – Team Cooke was a big supporter of the recent Nautical 150 event at the Nova Scotia Community College (NSCC) Nautical Institute in Port Hawkesbury, NS.

The event included a Marine Skills Competition and Gala Dinner and a Career Fair. As a company that offers opportunities to NSCC graduates each year, it was important to Team Cooke to support these amazing students and this excellent program.

Our participation included a booth at the career fair where Brittany Francis (Human Resources), Kellie Delaney (Crewing Coordinator) and Lauryn Delaney (Deckhand / Bridge Watch) talked to visitors about the “ocean of opportunity” at Cooke.

Vessel Captain Lloyd Williams was an award presenter at the Marine Skills Competition and Brad Elliott, from our Large Vessel team, gave a presentation about Cooke and the important work our large vessel crews perform.

Established in 1872, the Halifax Marine School was the first technical and vocational institution in the province. While the name and location have changed several times, the Nautical Institute continues Nova Scotia's maritime legacy - training the next generation of seafarers for the Canadian marine industry.



From left, Lloyd Williams, Catherine McBride, Kellie Delaney, Sylvie Boudreau (engineer cadet), AJ Tanner (navigation cadet), Lauryn Delaney, Brad Elliott and Brittany Francis.





# Photo Contest



## CANADA

### FIRST PLACE: Ryan Griffin

*Judge's Comments: It's a kind of a no man's land between sea and sky and you don't initially see which way is up. That's what really makes this image!*



**HONOURABLE MENTION:**  
Geoffry Harrison

## USA

### FIRST PLACE: Cassidy Lewis-Buergert

*Judge's Comments: The lovely colour palette of the pale blues and the lovely mountains and sky really give this photo an old mid-west feel. It reminds me of a Wes Anderson movie that I've just seen called Asteroid City.*



**HONOURABLE MENTION:**  
Douglas Simms



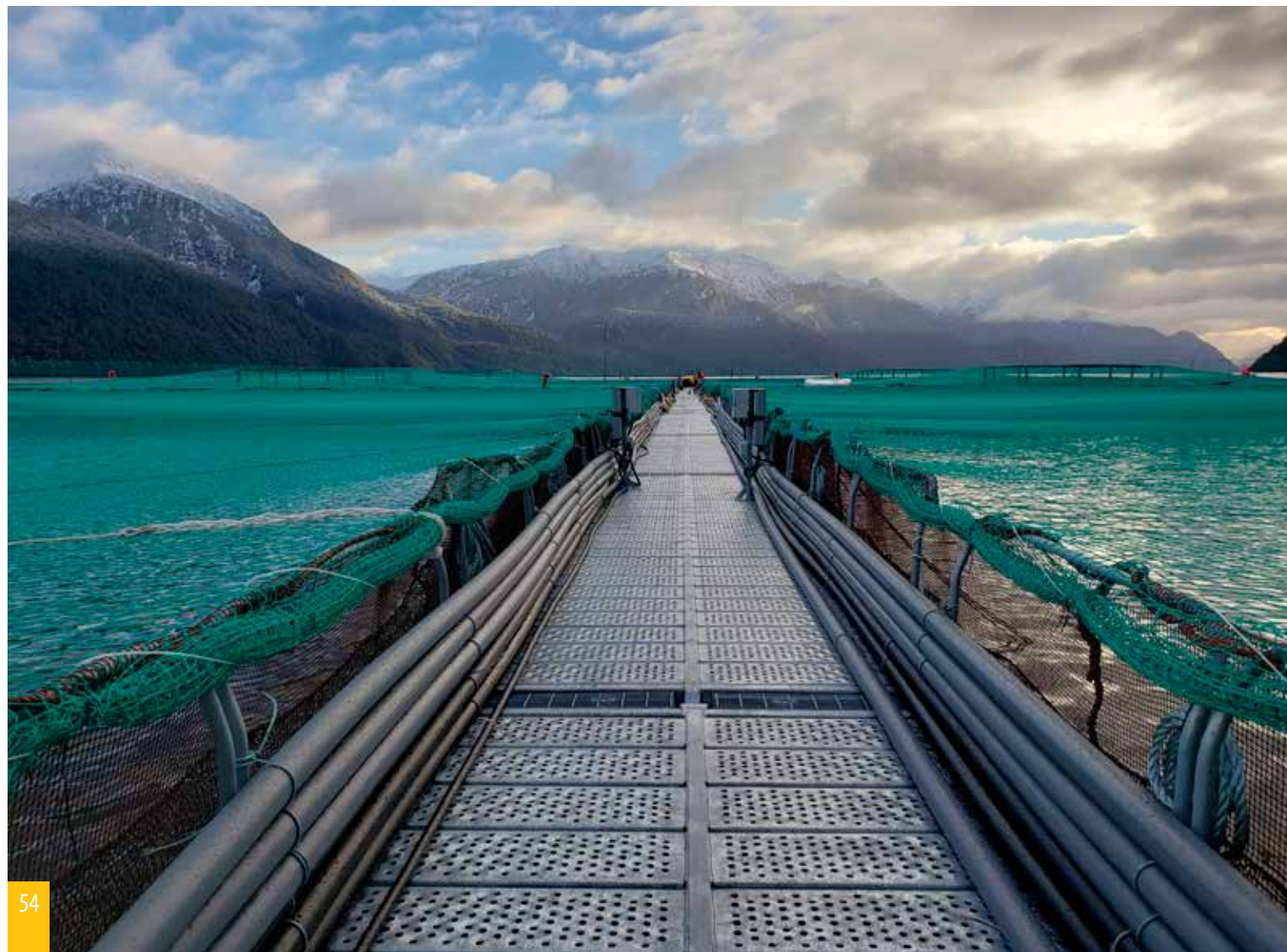


## EUROPE

### FIRST PLACE: Ana Belan García

*Judge's Comments: It took patience and timing to capture the sun just as it set in the cradle of the rock.*

### HONOURABLE MENTION: Celine Thys



## SOUTH AND CENTRAL AMERICA

### FIRST PLACE: Diego San Martín

*Judge's Comments: Incredibly strong composition. It's a great example of dividing the frame up into sections – not quite the rule of thirds but I love the fact that the walkway almost goes off to infinity with just a slither of the sea beyond.*

### HONOURABLE MENTION: Osmin Reyes



*About our judge*  
Scotland-based Euan Myles has done photography work for some of the biggest brands in the UK and Europe, and his work has taken him to every corner of the UK and beyond. For more information, visit [euanmyles.co.uk](http://euanmyles.co.uk)



# Cultivate. Nourish. Provide.



This video was carefully crafted to bring our brand purpose to life and help each of us as part of the greater Cooke family understand how we all fit together, as one team. Take a deep dive into our core company values and what drives us to our vision of being the world leader in seafood.

See pages 14-17 for more detail on Global Branding.



**Cooke**