



## Celebrating the heart and soul of Scottish Sea Farms

**Scottish Sea Farms is celebrating record long service milestones this year with 50 employees marking ten or more years with the company.**

In total, 16 colleagues have achieved ten years of long service; 14 have notched up 15 years; six have served 20 years; five have managed a quarter of a century; three have hit the 30-year target; and six will have worked in the company for an incredible 35 or more years.

Each major anniversary is rewarded with long service awards, including signed certificates and vouchers, to show employees how much the company values their loyalty.

'It's a credit to the company that we don't have a high turnover of staff,' said Sales Administrator Shelley Donnelly, who celebrated 20 years at Scottish Sea Farms in March. 'The best thing for me about working here is the people in the team, who I consider friends rather than just colleagues.'

Several long-serving staff joined before the consolidation of Scottish Sea Farms into the company it is today, incorporating smaller businesses such as Golden Sea Produce and Shetland Salmon Producers.

Some 18 of the group of 50 were formerly employed by Grieg Seafood, which became part of Scottish Sea Farms in 2021.

Scottish Sea Farms Managing Director Jim Gallagher, who has been with the business for 27 years, congratulated all of the company's long servers.

'Our people are our greatest strength. To see so many colleagues reach these

incredible milestones, some having dedicated most of their working lives to this company, is a testament not only to their commitment, but to the unique culture we've built together.

'Their knowledge and mentorship are invaluable. They are the backbone of our business.'

The super six, who between them have acquired 222 years of salmon farming experience, are:

- **Alastair MacFarlane, Husbandry at Shuna, 42 years in June;**
- **Ian Fraser, Site Manager at Knock Hatchery, 38 years in April;**
- **Brian MacRae, Senior Freshwater Technician at Knock Hatchery, 37 years in May;**
- **Colin Hughson, Senior Husbandry at Coledeep, 35 years in February;**
- **Robert Isbister, Site Manager at Swinning 3, 35 years in July;**
- **Alastair Fraser, Site Manager at Fishnish, 35 years in August.**

While their individual journeys vary, their collective memories recall an era when salmon farming was still in its infancy, a farmer's daily responsibilities involved hard physical labour, and mechanisation, let alone automation, was rudimentary.

With the arrival of vaccines, cameras, remote feeding, increasingly bigger pens, and bigger smolts, the company's

most seasoned farmers have mastered new technologies and new developments as they have been integrated into the standard way of working.

They are all modest about their impressive longevity in the business but agreed to be interviewed for The Source. Their stories, which you can read in full overleaf, are a powerful reminder of what can be achieved through dedication, adaptability and a love for what you do.

To every one of our long-serving colleagues: thank you. You inspire us, and we're so proud to have you as part of the Scottish Sea Farms family.

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42  
years' service

## Alastair MacFarlane

**Husbandry: Shuna,  
Loch Linnhe.**

### What was your first job?

I started in the Linnhe area after a spell in terrestrial farming and on creel boats, and I've worked at every site since then. I would have seen up to 20 crops in that time.

### What are the biggest changes?

When we started it was a very small-scale operation, with 20 pens of 12m squares. We had nothing on the pens, so we used to have our tea inside an upturned harvest tub with our backs to the weather. Eventually, we got a small wooden shed on the pen and that was a wee bit more sheltered.

It was all hand feeding with 25kg bags and we used to have a competition to see who could hold the most bags - one big guy managed four or five. I worked for ten years before mechanical feeding came in.

The biggest input we took was 80,000 fish in the mid 1980s for over three sites and now there are 80,000 fish in one pen.

### What have been the highlights?

Perhaps seeing a sheep swimming past the farm at Lismore North! Seriously, though, it was great seeing the young fish and growing them up when it was a new sector. After you'd done a grade, you'd go to a pen full of 7-8kg fish and throw some pellets in and you'd see a huge head, a lovely big salmon, coming up to the surface, and you'd think that's the reward of the job.

### What's kept you in the company?

I stayed with it because I'm an outdoors person, and I enjoy working with the fish.

### What was your first job?

I started in 1987 at Loch Frisa. When ISA (infectious salmon anaemia) came along, that just about finished the sector. Jobs were amalgamated and I came to Knock in 1998 as the manager and have been here ever since.

### What are the biggest changes?

When I first started, a smolt would take two years to go to sea, at 40g. Now we'll be putting fish out to sea at 120g within a year. The feed is the key, we can grow the fish a lot faster, and the breeding has got better.

We did our own broodstock at Spelve and brought the salmon eggs back to Knock. You'd be in a burn washing eggs in the middle of December, it was freezing but all part of the job.

Also, the vaccination has been a huge thing. I had a spell as a vaccination

manager and it was a logistical nightmare, with various different machines and hand guns, and a dozen students to manage, working night shifts. Now we have a vaccination machine at Barcaldine.

### What have been the highlights?

Getting the first investment in Knock and installing the shed and bigger tanks in 2007 was one of the turning points and certainly made my life easier. And when Barcaldine came on stream it took a lot of pressure off the freshwater system we had in place.

### What's kept you in the company?

I just wanted to earn some money doing something I quite enjoyed. It's a good industry, there's a lot of training on offer in the company, and a lot of potential, with a much wider range of roles now.

38  
years' service

## Ian Fraser

**Site Manager: Knock  
Hatchery, Isle of Mull.**

37  
years' service

## Brian MacRae

**Senior Freshwater  
Technician: Knock  
Hatchery, Isle of Mull.**

### What was your first job?

I started at Frisa doing weekend shifts in 1988 and from 2005 divided my time between Knock and the other freshwater sites, before settling at Knock.

### What are the biggest changes?

There were always folk coming past wanting to have a look at what we were doing and we'd give them a lifejacket and take them out on the boat and show them around the place.

But the biggest change has been the size and quality of the fish and the pens, which are ten times the size and volume. The fish have a lot more room to grow in much stronger currents and so grow hardier and better.

### What have been the highlights?

There were more people before mechanisation, 14 or 15 guys hand feeding on some of the marine sites during the summer. I went out a few weekends with them, it was very physical but it was a good laugh.

But the main highlight has been every successful transition of smolts to sea, seeing the completion of that part of the cycle.

### What's kept you in the company?

Over the years I've found the company to be very fair and a good employer. There are other companies offering more or less the same jobs but I haven't seen the need to move. There are a lot of good people and the managers are all very approachable. From day one, they've always been good at looking after you if something goes wrong.



**35**  
years' service

## Colin Hughson

**Senior Husbandry:  
Coledeep, Shetland.**

### What was your first job?

I started in fish husbandry with Shetland Salmon Producers at a site called Breigeo, with net changing being the primary job. Since then, I've worked at Flotta, Hoy, Sandsound, Selivoe, Burra, Mangaster, Dury Voe, Cliftsound and Gorfirth, to name a few!

### What are the biggest changes?

The biggest difference in my time has been the safety factors. Now we have boats with wheelhouses and cranes, whereas before, we went out on open boats which were 12ft long, putting out to sea in a Force 7, and gripping the edge of the boat to stay on. I thought, what am I doing here! I don't miss those conditions, but that's what you did then.

### What have been the highlights?

The company recognition for my long service this year was a highlight. In February I turned 65 and also celebrated 35 years in the business. Richard Darbyshire (Regional Production Manager for Shetland) came in with a cake. In fact, I had four cakes that day!

### What's kept you in the company?

I'm not sure what else I would do. But I'm quite happy, I do the feeding mostly and it's a major job. If I had my time again, I'd still go into salmon farming. I'm threatening to retire but my managers won't let me and nor will my wife. I may retire with the next generation of fish but I don't really want to, I still want to be here if I'm able.

### What was your first job?

I started at Shetland Salmon Producers on a Youth Training Scheme, which involved going to Inverness College on a block release programme for four or five weeks then coming back to the farm.

### What are the biggest changes?

We had circle pens with walkways in the middle and we fed from a wheelbarrow with shovels and hand scoops. Mechanical feeding has made the biggest difference, and the cameras, which make it so much easier to see what you're doing.

There was a lot more face to face speaking back then and getting together with the staff. But the technology is good for communicating faster. The health meetings we have now, online, are handy because you get to see all the managers

in the area. It keeps you in the loop with what's going on around you.

Apart from the technology, there's a lot more focus now on work ethics and equality. It used to be a very male orientated workplace but there are more women coming into the job, which is a good thing, they are as hard working as the men.

### What have been the highlights?

We used to swim from pen to pen because the boat was always on another pen. I don't think Health and Safety would allow us to do that now!

### What's kept you in the company?

I've grown up with this company and although it's got bigger, you can always talk to anyone you want. I'll be here as long as they'll keep me.

**35**  
years' service

## Robert Isbister

**Site Manager: Swinning 3,  
Shetland.**

**35**  
years' service

## Alastair Fraser

**Site Manager: Fishnish,  
Isle of Mull.**

### What was your first job?

I spent about six years at the freshwater lochs, alongside my brother, Ian, and Brian MacRae. I got my first taste of a seawater site after the ISA outbreak, and became manager at Fishnish initially in 2007-2008, and returned here in 2013.

### What are the biggest changes?

For me it's the development of the pens into fewer but bigger units. We had our best ever crop last year at Fishnish A after moving to 160m pens so decided to put them in at Fishnish B too.

We went from 17 x 100m pens (across the two sites) to seven 160m pens, with five of those stocked. It's much easier now - automation has made the physical workload much more efficient, which is a good position to be in!

We can react and treat faster, it's just another world and it's only improving. We're putting new camera systems in for the health and welfare of the fish, and that alone is just night and day, to see the fish live and know if there's a problem long before it becomes an issue.

### What have been the highlights?

Getting my own farm was really good. And I'm proud of all the senior guys I've had over the years who have progressed up to be managers themselves or boat skippers.

### What's kept you in the company?

I've really enjoyed being hands-on at different sites and figuring out how to get things working again when there are issues.

# Sales team visit China to build market share

**A recent Scottish Sea Farms sales trip to China and Taiwan is already paying dividends, with a significant increase in orders from the customers visited.**

Georgie MacKenzie and James Grant were the first from the sales team to travel to China since Head of Markets Celine Kimpflin's initial foray in 2014, when the market was just opening up. Celine returned in 2018 to further develop relationships and explore new opportunities.

They found the experience insightful and rewarding, in terms of building relationships and strengthening ties with loyal customers, as well as identifying areas for improvement.

'They really appreciated that we had taken the time to go and visit them and took a lot of time out of their day to spend with us,' said Georgie.

'It was a great opportunity to have proper long discussions, particularly with customers we've had long-standing relationships with. At the seafood expos, where we usually meet, you get maybe half an hour to spend with people.

'Scottish Sea Farms had a significant share of Chinese exports last year, about 45 per cent of everything from Scotland, but although sales sector-wide to China and Taiwan have seen big growth in the

past year, we still have a small share of the market compared to Norway, Chile, Australia, and Canada.'

The team visited wet fish markets, retail outlets and restaurants, and met customers supplied by Scottish Sea Farms customers.

'We saw where our fish went and what happens to it, from customs to transporting it to market,' said James. 'And then what happens when our fish arrive at the market and how they deal with it and sell it.

'Our focus has tended to be on a few long-term customers but as we branch out, we feel we need to promote our brand more, on boxes and in the markets. We are competing with the likes of the Norwegian Seafood Council and there is Norwegian branding everywhere - even the small retail units in the fish market have Norwegian bunting.'

Since Covid, there has been a shift in the way people are buying, with a lot of small importers making the market very competitive.

'TikTok has also taken the market by storm,' said James. 'New companies



have appeared and they don't have a warehouse or processing plant, they just have their platform online and they cut up a salmon live on TikTok, people order it and it will be with them within 30 minutes to an hour.

'These new suppliers have virtually no overheads. They can buy and sell within a very small margin and still make money, whereas the people we're selling a lot to in the markets are taking volume but they are struggling to compete against the new players.'

The sales team will now use the findings from the trip to review the China sales strategy, and a second visit to the region is planned for the autumn.

'There is no lack of demand and potentially it's a huge market for us to continue developing,' said Georgie.

## Scottish Sea Farms stand and deliver at Seafood Expo

**Scottish Sea Farms' sales and marketing teams were out in force last month at Seafood Expo Global in Barcelona, the world's biggest seafood fair.**

With a stunning stand, occupying 50 square metres within the Scottish pavilion, the company conducted a total of 70 meetings over the three days.

Managing Director Jim Gallagher also hosted a visit by UK Government Food Security and Rural Affairs Minister Daniel Zeichner.

And Scottish Government Rural Affairs Secretary Mairi Gougeon spoke to salmon companies exhibiting in the Scottish pavilion.



From left to right: Ewan Mackintosh, Angela Hand, Karyn Lumsden, Celine Kimpflin, Jim Gallagher, Claire McGrandles, Georgie MacKenzie, James Grant, Morna Marr

The show, which ran from May 8-10, attracted more than 35,000 seafood industry professionals, and featured 2,187 exhibiting companies from 87 countries and 68 national and regional pavilions, across more than 51,217 net square metres of exhibit space at the Fira Gran Via venue.

Scottish Sea Farms Head of Markets Celine Kimpflin said this year's event provided an opportunity to reconnect with existing customers and to make new contacts.

'There is always great excitement around Seafood Expo Global because it is unmatched in terms of its size and the calibre of visitors it attracts.

'Business was brisk throughout the show and we were delighted to welcome so many professional seafood people to our stand, our biggest yet in Barcelona. The whole team had a very worthwhile three days and we're already looking forward to next year.'



# Youngsters drive a good bargain

**The youngest employees in Scottish Sea Farms are behind two new schemes that will be of widespread benefit across the company.**

A £500 contribution to driving lessons, available to all non-drivers, and Waves of Rewards, a new all-in-one benefits hub, that offers discounts with hundreds of retailers, were agreed by management after a presentation by the Young People's Council.

The council, set up in 2020, is open to anyone between the ages of 16 and 25, while those who joined the company before turning 23 can remain members up to 28. Nearly a third of Scottish Sea Farms' workforce falls into the under-28 age group and their views are considered important in shaping company strategy.

Lori Smith, one of the team of four – which also included Eline Blom, Erin MacAulay and Finley Forwood – who took the council's latest proposals to Managing Director Jim Gallagher, Head of HR Fiona McCann and Head of Markets Celine Kimpflin, said they were delighted with their success.

'Along with giving an in-person presentation to management, we put together a written proposal which outlined the proposed changes, anticipated benefits and a detailed cost analysis for each initiative.

'We researched the cost of driving lessons across various locations within the business and found that, on average,

£500 typically covered around 11 to 12 lessons in each area.

'Our other initiative, Waves of Rewards, provides access to shopping discounts, online or in store, with more than 800 retailers. It also acts as our new benefits platform, bringing together all other company benefits, such as childcare and gym membership support, in one place.'

The team has since welcomed new young volunteers to the council who will gather at monthly meetings to discuss new ideas. If you'd like to have your voice heard, please contact Fiona McCann to join the council.

'Taking part in the proposal has been a valuable learning experience. The council is also a great opportunity for networking and getting to know people in different parts of the company,' said Lori.



**Young People's Council with MD Jim Gallagher (third from right) and Management Team members**

## Top nets make seals change their ways



**A new anti-predator netting system at Scallastle appears to have made a difference to seal behaviour around the pens just weeks after it was installed.**

The farm, off Mull, recently upgraded to fewer, bigger pens of 130m circumference and in April was stocked with its first smolts.

Farm Manager Michael Keenan said the area has had historic problems with predation, losing thousands of fish every crop. But a wall of pole-mounted top nets a metre and a half above the hand rails, in place of the more traditional hamster wheel, seems to have acted as a deterrent and the seals have moved away.

'We had instances before where the seals would be probing the main net under the water, then wait until we'd left, get on to the walkway and go over the top and bite

their way through the bird net,' said Michael.

'Now we think they have tried that and realised they can't get in so have disappeared. We haven't got any proof but what we are seeing suggests there has been a bit of a change in behaviour in the area.'

Scallastle is not fitted with double nets but the pens have been set up with a flat base instead of a cone, with maximum space between the bottom of the net and the seabed, so that if they need additional anti-predation measures in the future there is enough depth for an outer net.



**Fish return pipe in action**

## Fish welfare initiative in the pipeline

**A simple innovation to minimise fish handling during health checks is being rolled out company-wide as part of fish welfare improvements.**

Instead of manually transferring fish back to their pens from sampling bins on the boat deck, they are channelled, in water, through fish return pipes, eliminating the risk of escapes and reducing stress.

In Shetland, local company Ocean Kinetics has manufactured the pipes, working to a design by Engineering Manager Keith Fraser.

'One of our Area Managers, John Blance, asked me if I could help him come up with a design and I had an idea based on a system that I put in place on the last Thermolicer we fitted out.

'The prototype worked well and we are making some small adjustments to the final design before rolling it out across all sites in Shetland.'

Gabriel Cocuti, Farm Manager at East of Papa Little, said the pipes are adaptable and easy to operate.

'They are much safer for the stocks and make life easier for the team. We had one installed a few weeks ago and it is already making a difference in terms of fish health and welfare.'





# People on the move

## Bringing you up to date with the latest internal promotions

Shetland has seen the most moves in recent months. In the Marine team, Craig Watt has progressed from Aqua Technician to Senior Husbandry at Setterness South.

And Ashley Hulme has transitioned from First Mate on Bagheera to Fish Health and Welfare Manager, on a secondment for maternity cover, while Ryan Tulloch has stepped up from Deckhand to First Mate on Bagheera, also covering maternity leave.

In the Lerwick Technical team, Ian Pritchard has moved from Technician at Girsta to Quality Monitor in the Technical team, on a 12-month secondment. And Robert Forbes has also progressed from Technician at Girsta to Quality Monitor in Technical.

Meanwhile, in the Lerwick Processing team, Rory Tulloch has transitioned from Night Hygiene Operative to Processing Operative - Despatch.

On the mainland, promotions in the Shian Processing team include Marta Milewska, who has progressed from Processing Operative to Quality Monitor in the Technical team, and Emma MacAulay, who has moved from Casual Processing Operative to a permanent Processing Operative position.

In the Environmental team, Melissa Mayo has moved from Quality Monitor in Technical to Environmental Officer.

And at Mainland Marine support services, Harley Ware has moved from Trainee Husbandry at Fishnish to Deckhand aboard the Hollie Rose, while Josh Lawrie has transferred as Deckhand from Sally Ann to Vindicare, Summer Isles.

Finally, in Orkney Marine, Thomas Dalgarno has progressed from Trainee Husbandry to Senior Husbandry at Eriboll.



Ash Hulme



Ian Pritchard



Marta Milewska



Melissa Mayo

# Thrown in at the deep end – my salmon farming journey so far



## Scottish Sea Farms' new Head of Communications and Marketing Karyn Lumsden reflects on her first impressions of the sector

When I joined Scottish Sea Farms in March, my knowledge of salmon farming was limited to that of a consumer, topped up with some speed reading during the appointment process.

Fast forward three and a half months, and while there's still plenty to learn, I can now tell my top nets from my bird nets, RAS from flow-throughs, and green eggs from eyed eggs. More importantly, I've met a large proportion of the team and gained insights that no book or briefing could ever provide. A special thanks to my colleagues Angela and Jess, whose support has played a big part in helping me settle in and get up to speed.

I began my career in 2005 in the Scottish education sector, spending nearly 17 years working across a range of further education institutions, before moving into the private sector. One thing has always been clear: there's no substitute for getting out and seeing things for yourself, or, in this case, heading out to sea.

As part of my induction, I joined Managing Director Jim Gallagher on his annual business update visits to every farm and office. The first stop was Orkney, where I visited my first farm and, thankfully, found my sea legs despite what locals described as 'borderline' conditions. I toured farms at Puldrite, Wyre, Westerbister, Toyness and Bring Head, with Regional Manager Duane Coetzer ever patient with a newcomer's curiosity.

Next, it was the west coast, to visit Shuna, Lismore, Charlotte's Bay and Dunstaffnage, before heading on to see the big new pens at Fishnish, then to Fiunary, and Scallastle, where we met with Nebby the farm dog and the best and the worst of the Mull weather, and lastly to Nevis.

The road to Oban and beyond has quickly become a familiar and much-loved route - taking me not just to some

of the most picturesque sites in Scotland, but also to the stories of long-serving colleagues, cutting-edge innovation at Barcaldine, and the slick operations of the South Shian processing team.

Shetland brought sunshine on my first visit and stormy skies on my return. But even as I accompanied a national TV crew, the mood remained upbeat, with farmers proudly defending their work and navigating the media spotlight with clarity and confidence.

Across every visit, what's stood out most is the genuine care shown for fish health and welfare. It's not just a stated value. It's something that's lived and breathed at every level of the business.

Since then, it's been a whirlwind: three film shoots, multiple photoshoots, and a few late-night crisis comms prep sessions. The pace has been fast, but I wouldn't have it any other way.

I've also been fortunate to attend the world's biggest seafood exhibition in Barcelona, experience the energy of our sales team, and meet some of the people helping to drive the wider sector forward.

In a sector that's constantly evolving and increasingly scrutinised, I hope to use my background in stakeholder engagement and brand management to help shape what comes next. Most of all, I'm excited to help tell the story of this very special culture and the people at the heart of it.



Karyn Lumsden with colleagues Jessica Taylor-McKaig and Angela Hand (right)

# Budding engineer sets sights on Scottish Sea Farms

**A school trip to Lochaber careers fair was enough to convince aspiring engineer Sarah Hogg that her future was in fish farming, and preferably at Scottish Sea Farms.**

The S5 student, who is currently taking Highers at Ardnamurchan High School, spoke to representatives from the company at the event last autumn and since then has already completed two separate work experience stints.

In March, she joined the marine engineering team at Barcaldine, where she spent time in the fabrication workshop and tried her hand at welding.

And it sounds like she was a natural. Engineering Manager Craig Cameron said Sarah was certainly not afraid to get stuck in.



Sarah Hogg in the Barcaldine workshop

'The guys have all been raving about her, she is very keen and has a great work ethic. We've been trying to give her a good range of tasks, as she has taken the effort to come here, and she's been doing fabrication and some engine work.'

Sarah, speaking to The Source from the workshop in Barcaldine, said she had learnt a lot in a week and it was well worth the four-hour round trip from her home in Acharacle.

'I already had an inkling I wanted to do engineering and I was just so impressed with Scottish Sea Farms at the careers fair that when I got back to school I went to our DYW (Developing the Young Workforce) department and it's just gone from there.'

'I love physics and, growing up on a croft, I love being outdoors so this is a perfect mixture of the two together.'

Sarah is now hoping to secure an engineering apprenticeship with Scottish Sea Farms when she leaves school next year and her dream is to 'inspire others to come into engineering, especially other young lassies'.

## Scottish Sea Farms up for three awards

**Scottish Sea Farms has made the shortlist in three categories of the Aquaculture Awards, with the winners to be announced on June 19.**

Vet Alison Brough is one of three Rising Stars and will compete against finalists from Mowi and Kames Fish Farming.

In the Farmer of the Year category, Scottish Sea Farms' Alastair Fraser, Manager at Fishnish, faces competition from managers at Bakkafrøst and Migdale Smolt.

Also on the shortlist is Scottish Sea Farms' Heart of the Community Fund, a finalist for the Community Initiative award, one of a total of 13 prizes honouring the achievements of businesses and individuals in the aquaculture sector over the past year.

The awards will be presented at a gala dinner at Macdonald Drumossie Hotel in Inverness on Thursday, June 19.

Good luck to all the finalists!



Alastair Fraser



Alison Brough

## Career spotlight



**Finley Forwood,**

**Aqua Technician,  
Freshwater Shetland**

### What does your role involve?

I care for salmon during the freshwater stage, taking them from egg to smolt. And I have a specialism in fish health and welfare which involves monitoring and assessing the health of the fish on site.

### What's your background?

I've always been obsessed with aquatic life and grew up seeing aquaculture done by subsistence farmers in Vietnam, where my family was based. My undergraduate degree was in marine and freshwater biology and my masters in sustainable aquaculture, so I was set on joining the sector once I'd graduated.

### Why did you choose this job?

I wanted to work with animals, and food security became a bigger focus as I progressed through my studies. The opportunity to move to a place as amazing as Shetland was what sealed the deal.

### What are the biggest challenges?

Learning a lot of new skills at once. While I had an understanding of the scientific processes, the applied setting is very different. I've also just finished my SVQ Level 3 and am planning on starting Level 4, so fitting that in is challenging too.

### And the greatest rewards?

Watching the fish grow from less than a gram to 150g-250g is an amazing experience in itself. And joining the Young People's Council shortly after starting here in 2023, I've been able to meet people in different departments, which has been really eye-opening and given me an appreciation of the business as a whole.



# Summer of sport at heart of salmon sector

**All eyes will be on Orkney this summer as the biennial International Island Games head north. The week-long event, from July 12-18, will see athletes from up to 24 island groups around the world compete in 12 sporting categories, including athletics, cycling, football, golf and swimming.**

The Games are seen as a fantastic opportunity for competitors, coaches, officials and volunteers across every aspect of Orkney's sporting community and have attracted support from local businesses, including Scottish Sea Farms.

Two separate donations of £10,000 each have been made from Scottish Sea Farms' Heart of the Community fund to the main Games and to the Orkney Islands Games Association's team, which is fielding its biggest ever cohort of well over 200 competitors.

The team funding will primarily be used for kit and sporting wear, uniforms and strips, and Scottish Sea Farms is also the front of shirt sponsor for the Orkney team.

The company is donating 60kg of salmon to the event, and Scottish Sea Farms staff will be involved in volunteering to help the smooth running of the Games.

A giant marquee in the Pickaquooy Centre Campus in Kirkwall will feature an area for spectators, along with a variety of exhibitors, including Scottish Sea Farms, which will co-host a sector stall, along with sector body Salmon Scotland and Cooke Aquaculture, which also farms in the region.

Area Manager for Orkney Will Scott, who has spearheaded Scottish Sea

Farms' support, said the company was very happy to champion the Games and the local team as it competes on home ground.

'Sport plays a big part in the lives of our own team, whether participating or coaching or spectating, so it is natural that we would want to support the International Island Games here in Orkney.'

'We are incredibly excited about this prestigious event taking place on our doorstep, and being able to contribute towards the Games' success is a huge honour for Scottish Sea Farms.'



Orkney competitors ahead of 2023's Island Games

## Supporting the community, from football to shinty

**The Heart of the Community is supporting a range of other sporting fixtures in the coming months, across all the regions where Scottish Sea Farms operates.**

The fund is helping Orkney Football Club compete in away trips to Inverness, Sutherland and Caithness, with a donation of £5,000 towards the men's team's travel costs in the next season, and £4,000 for the women's team, based on the number of matches played.

Also in Orkney, the Orkney Vikings, Orkney Rugby Football Club veterans' team (for players over the age of 35), is hosting the Come Ashore Cup, with a £500 contribution from the Heart of the Community. This annual event unites rugby and farming communities with the goal of raising awareness around mental health.

In Shetland, meanwhile, the TSB Junior Football under 10s are heading to Aberdeen in September to play in two festivals, an opportunity for the boys to play away against some of the best players in the North of Scotland. Scottish Sea Farms is providing £3,000 towards the cost of the trip, which is also being sponsored by NorthLink.

Staying in Shetland, two Farm Manager grants of £500 each are helping cover the purchase of referee gear for Shetland Football Association, with Scottish Sea Farms' David Bissett among the ref squad.

On the mainland, the annual Taynuilt Highland Games, to be held on July 19, will not just be providing entertainment for the local community but raising money to fund free piping and drumming tuition for all children in the



local primary school for the next three years – a great cause which Scottish Sea Farms is supporting with a £500 donation.

The company is also contributing towards the Mallaig and Morar Highland Games, taking place on August 3 at Lovat Field in Morar.

And once again, the Heart of the Community is sponsoring the Glasgow Celtic Society Cup, the most historic cup competition in shinty, which this year will see Oban Camanachd battle Kyles Athletic at Peterson Park on June 21.

### Heart of the Community at a glance



**2025 so far**  
**111** grants and donations given  
**£102,699** given

**All time (2011-present)**  
**1,226** grants and donations given  
**£2,125,243** given

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