

Scottish Sea Farms Managing Director Jim Gallagher (right) in conversation with BBC Scotland Political Editor Glenn Campbell (left)

## Looking forward, not back, after 25 years

**Scottish Sea Farms Managing Director Jim Gallagher may be celebrating 25 years with the company, but his eyes are firmly fixed on what's next for salmon farming – and what's required to make it happen.**

'As a company and as a sector, we are clearer than ever about our purpose: producing high quality, nutritious food in a low carbon way,' said Gallagher.

'In fact, with the global population continuing to grow and climate change showing no signs of slowing, I'd go one step further and say it's our responsibility.

'Factor in job creation, supply-chain spend, support for local communities and export revenue, and however you look at it, salmon farming is good news for Scotland.

'But it could and should be even more so.'

So, what's holding back the sector and its contribution?

'One, we lack regulatory understanding of what we do, why and with what impact. By that I mean proper, robust, science-based understanding.

'Two, stemming from this lack of understanding, we lack a proportionate, balanced regulatory regime.'

Gallagher points to other countries which have been quick to recognise the benefits of the sector and are now reaping the rewards.

'I'm not referring simply to Norway and Chile, which have long been the leaders in terms of harvest volumes, but also

to the likes of the Faroes and Iceland which are amongst the fastest growing globally.

'In each of these countries, salmon farming faces the same challenges as in Scotland in terms of the complexity of the species and the changing environment, yet it is recognised as a sustainable form of food production and, as such, is supported at a political and regulatory level.

'Here in Scotland, the rhetoric from government has been encouraging but the practical delivery has still to follow.

'In the interim, demand for farmed salmon has grown dramatically. So too have global volumes, with 2.9M tonnes now produced annually – that's more than double the tonnage since I first started. Yet Scotland's market share has fallen, dropping from 10 per cent to six per cent over the last decade alone.'

Gallagher's appetite to reverse this trend is palpable.

'Give us the right regulatory framework and we will step up and deliver.

'We have a proven track record of finding solutions to challenges: new vaccines, novel feed ingredients, high-tech environmental monitoring, multi-million-pound recirculating aquaculture

technology, to name a few. Advances we couldn't have imagined when I joined the sector 25 years ago.

'Just as importantly, we have funded these advances ourselves, with every pound of profit made by Scottish Sea Farms having been reinvested in the company, and next to no funding required from the public purse.'

So why the need for a regulatory overhaul?

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'Since day one, the Scottish Sea Farms philosophy has been to do the best job possible, whilst always looking for new ways to do better.

'We'll continue to do that, but to really gather pace and fulfil our potential we need a regulatory framework that is open to us trialling new approaches and solutions. A framework that is both evidence-based, to help build trust and confidence, and enables innovation and responsible growth.'

In the sector's favour is the number of knowledgeable and passionate people who have been attracted into salmon farming – 'it's one of the things I'm most proud of during my tenure,' said Gallagher – people who are increasingly channelling their resources into engaging with and educating others on the need for, and benefits of, salmon farming.

'Just as we have grown clearer on the need for sustainable food production, so too we have learned the importance of open, honest dialogue.

'We are more transparent in our reporting than any other farming sector; yet we are the least well understood. We also have one of the lowest carbon footprints of all the protein-producing sectors, yet it's the least well recognised.

'To reverse this, we need to invest the time in inviting more people into our business – whether that's to a farm, facility, or round-table discussion – so that they can see for themselves the care, consideration and commitment being put in.

'Keeping lines of communication open is the single most effective way to bring about the changes we so desperately need: better understanding of our sector; greater recognition of our low carbon credentials; and more balanced, proportionate regulation and policy making.

'Achieve those and the benefits both to Scotland's blue economy and the green agenda will be huge.'

**For a further update on the work to reboot regulatory reform, see page 5.**



# Wellboat part of freshwater treatment strategy

**Scottish Sea Farms has added a new wellboat to its fleet to increase freshwater treatment capacity and enhance fish health and welfare.**

Inter Caledonia, in operation since January, is one of several measures designed to future proof supplies of freshwater, which contributes to good gill health and sea lice control, and further reduces the use of medicines.

The 70m long vessel, on contract from Intership, can convert seawater into freshwater, a process called reverse osmosis, thus eliminating the dependency on often scarce natural water sources.

Scottish Sea Farms Head of Fish Health Ralph Bickerdike said: 'Following our successful trials over the last year, we decided to go ahead with increasing our freshwater treatment capacity. Freshwater flushes off and kills zooplankton and phytoplankton, which we were challenged with last year.

'The Inter Caledonia will be deployed where and when needed and, with the reverse osmosis technology and state-of-the-art life support system, will help improve health and welfare when treating gills or for sea lice.

'Having increased flexibility gives us the ability to use the right treatment for the right fish at the right time.'

The 2200m<sup>3</sup> vessel will be able to treat 24/7 as a result of the freshwater production plant, which will continuously

exchange water at the rate of 200m<sup>3</sup> every hour.

Unlike more traditional wellboats, which have to fill up with freshwater after each treatment, the Inter Caledonia will be able to completely fill her wells every 10 hours.

Among other freshwater options being trialled by the company is a nano-filtration unit, to be piloted at Lismore North. This will produce freshwater from seawater and store it in pens for wellboat collection ahead of future treatments.

Scottish Sea Farms Head of Sustainability and Development Anne Anderson said: 'The idea of having freshwater storage pens is not new but producing your own freshwater for the purposes of wellboat use in Scotland is novel. We're doing a combination approach to sourcing freshwater.

'As well as the Lismore trial, we're hoping to capture and store freshwater run-off in Shetland, planning permission pending.

'We'll be collecting it at the point it arrives in the marine environment, so it's water nobody else is using.

'The intention is to identify locations where, post the success of the trials, we can roll out freshwater production and storage across the estate.'

# Fab four focused on 'sector best' vet service

**Scottish Sea Farms' vet team is now up to full strength, with four professionals focused on delivering the company's fish health and welfare vision.**

Led by Head of Veterinary Services Ronnie Soutar, each vet has responsibility for a specific region, bringing a depth of knowledge about local conditions.

'I have no doubt we now have the best and strongest vet team in UK aquaculture,' said Soutar. 'It has allowed me to plan for the most effective use of the service and help face the challenges to fish health and welfare experienced recently.'

The veterinary service includes Berta Rivera, responsible for freshwater and Orkney marine; Alison Brough, overseeing mainland marine; and

Jakub Pierzynowski in Shetland, with Soutar providing the strategic overview.

'The integration of fish health professionals, and particularly of vets, has been a long-standing part of the philosophy here at Scottish Sea Farms,' said Soutar, appointed the company's first vet in 1990.

'From deciding which fish go where and when, to health management generally, vets are involved with farm managers on-site and, at my level, in the overall farming strategy.'

'With each vet focused on a region, backed by really good biologists, they



have an intimate knowledge of what the challenges are. A lot of these are new things, so it's about quickly spreading that information.

'Good decisions are based on good knowledge and we aim to deliver a service which makes a significant positive difference to the fish under our care and the farmers who rely on our support.'

Rivera added: 'After enjoying maternity leave for almost a year, it's great to be back, meeting up with old colleagues again, but also being part of the new team, which is well prepared to face any upcoming challenges.'

## New double netting trial to deter seal attacks

**Phase two of a double netting trial will soon get under way in Shetland following a successful pilot to keep seals away from salmon stocks.**

Setterness South has been upgraded with eight new 120m pens fitted with new 75mm mesh outer netting and standard 18mm mesh for the inner netting – both of a depth enabling the system to remain in place throughout the crop.

In the initial trial at Bellister and Swarta Skerry, a shallower inner net was installed to keep young fish away from the deeper outer net. But as the fish grew bigger, the inner net had to be

removed to ensure compliance with RSPCA stocking densities.

Shetland Regional Production Manager Richard Darbyshire said the Setterness trial was the next stage in an evolving process of preventing predation by seals.

'As Setterness is quite a deep farm, we will now have the inner net at the usual depth and an even deeper outer net, enabling us to keep the inner net in for the full term.'

During the initial trial, seal mortality dropped from 38,060 fish to 7,826, said Ian Anderson, Scottish Sea Farms Infrastructure Manager for Shetland.

'The difference was dramatic. However, we still had problems with seals and seabirds coming in over the top of

pens, so at Setterness we will be installing high bird poles with a wall of netting, as opposed to the more traditional hamster wheel.'

HDPE anti-predator nets from two suppliers, Knox and Gael Force, will be tested on different pens, with a similar trial planned at Swarta in summer.

Meanwhile, nearby farms acquired via the acquisition of Grieg Seafood Shetland have been upgraded and fitted with sinker tubes for the first time to better tension their nets.

'We're trying to get all the farms as seal-proof as we can,' said Darbyshire. 'Eventually, we want to roll out double netting to as many farms as possible within our Shetland estate.'

Double netting trialled previously at Swarta



Seafood Expo Global 2022, Barcelona

## Seafood Expo Global, the biggest exhibition in the seafood calendar, takes place this month in Barcelona, having moved from its Brussels home for the first time last year.

Scottish Development International (SDI), along with partners Salmon Scotland and Seafood Scotland, will host a 575 square metre Scottish pavilion, with 19 companies, including Scottish Sea Farms, taking stands.

A further 10 Scottish companies will have their own stands and about 12 other Scottish businesses will be visiting the show.

John Carlill, International Trade Specialist at SDI, said: 'The European expo is the big one for us. It's to show we're still open for business after the pandemic and Brexit, and to showcase Scotland, not just to Europe but to the world.'

'Already, our global team of specialists on the ground are feeding in leads, so we know there's going to be a big Chinese

contingent at Barcelona, now that travel has opened up again.

'The demand for salmon globally is huge, and while we have competition from Norway and Chile, brand Scotland is all about the premium end.'

SDI organised a Global Insights visit to Scotland last year for its international team, taking them to Scottish Sea Farms' Barcaldine hatchery and then out to a marine farm.

'For some, it was their first time at a salmon farm, and they were able to see for themselves the animal husbandry and hear about the continued sustainability plans for the sector. Now they can go back to their markets, be that in America, Europe, the Middle East, or Asia, and talk about what makes

Scottish farmed salmon special.'

As well as representing Scotland in established markets, SDI appoints specialists where it identifies significant new opportunities – for example, in Indonesia, where there is a rising middle class, booming food service sector and growing demand for salmon.

'We're also seeing an increase in demand coming from Thailand, Malaysia, Mexico, Brazil, and other emerging South American markets, and are working with the Department of Business and Trade in those markets where SDI doesn't have a specialist,' said Carlill.

'In Barcelona, the UK will be bringing delegations from South America and from China, so we will introduce these to the Scotland stand as well.'

## SAIC welcomes trio of talents on board

SAIC CEO  
Heather Jones



**The Sustainable Aquaculture Innovation Centre (SAIC) has a 'perfect blend' of sector talents following the appointment of three new board members from Scotland's biggest salmon producers.**

Scottish Sea Farms Head of Sustainability and Development Anne Anderson, Bakkafrøst Scotland Communications and Business Development Director Su Cox, and Mowi Scotland Director of Health, Welfare and Biology Hervé Migaud, all leaders in their respective fields, bring different backgrounds,

qualities and strengths, said SAIC CEO Heather Jones.

'The secret of SAIC's success to date has been very close alignment with sector needs,' she told The Source. 'It's vitally important that we are able to support sustained growth from understanding what the biological and technical challenges are that innovation could address.'

'We've had strong leadership at managing director level in the past, from Jim Gallagher of Scottish Sea Farms and Ben Hadfield of Mowi, and continuing with Paddy Campbell of BioMar.'

'Now we have three very strong new board members with a deep technical knowledge and an academic background in the form of Hervé, an understanding of regulators and the public sector in the form of Anne, and a very deep understanding of how the sector works commercially in the form of Su.'

SAIC, established in 2014, has also

expanded its board to include members from south of the border to support its contribution to UK aquaculture and help it attract funding from UK sources for cutting-edge Scottish research.

This approach paid off recently when the Department for Environment, Food and Rural Affairs (Defra) awarded SAIC £250,000 to develop a new training programme to help salmon producers mitigate the challenges to fish health and welfare presented by harmful algal blooms.

The skills initiative will be free-to-access for around 1,800 sector professionals and students, and is backed by additional SAIC funding of £105,000.

'SAIC welcomes funding from everyone and it is part of our mission, post-Brexit, to explain to third-party UK funders the research needs of the industry and show how significant, and therefore worthy of funding, aquaculture is as a UK-wide sector,' said Jones.



# Making a head start on ‘sustainability journey’

**Forthcoming changes in sustainability reporting will make it mandatory for businesses to disclose their environmental impact, along with other key indicators relating to social responsibility and governance.**

The new requirements, expected to be introduced in Scotland within the next two years, are to help ensure companies are doing what they say in terms of meeting sustainability targets.

For salmon farmers this will mean reporting on the entire production chain, from feed ingredients to what happens to the fish at consumer level.

Scottish Sea Farms Sustainability Data and Reporting Lead Amanda Tresise said: ‘What the government and, ultimately, consumers want to know is how we grow our salmon: how we interact with our stakeholders, employees, communities, and what we are doing to make sure how we produce salmon benefits society and minimises impact.’

## **This will cover areas such as:**

- **Energy** – becoming net zero by the Scottish Government’s target of 2045 (or 2040 as targeted by some premium retailers)
- **Packaging** – phasing out single-use plastic packaging by switching to alternative materials or recycling plastic boxes for multi-use
- **Nets and pens** – ensuring agreements are in place with suppliers of plastic marine equipment to recycle and re-use end of life gear or, where this is not possible, to ensure that it is disposed of in an environmentally sound manner
- **Feed** – reducing the carbon footprint of feed ingredients by exploring the potential of novel ingredients such as single-cell protein and algae to reduce soy, fishmeal and oil.

Scottish Sea Farms has already launched several initiatives – such as the greenhouse gas app – that will make the extra data collection less onerous.

‘Our department is here to facilitate and guide everyone through this new minefield of regulation and societal expectation. We will all have to make changes but although it sounds daunting, we are starting in a good place,’ said Tresise.

Scottish Sea Farms Head of Sustainability and Development Anne Anderson said: ‘The challenge is how to collect more data without getting swamped by it. Rolling this out now will give us a chance to have a trial ahead of the reporting becoming law.’



**Scottish Sea Farms Sustainability Data and Reporting Lead Amanda Tresise**

## Regulatory reform rebooted to deliver lasting change

**Proposals to overhaul Scotland’s aquaculture regulations are back on track, despite missing the one-year deadline for change.**

Following the publication of Professor Russel Griggs’ recommendations for reform, Rural Affairs Secretary Mairi Gougeon promised to ‘produce, within 12 months, a 10-year framework for each part of the aquaculture sector’.

It is still a work in progress but now newly reinvigorated, said Anne Anderson, Scottish Sea Farms Head of Sustainability and Development and one of three sector representatives on the Aquaculture Consenting Group which reports to the government-led Aquaculture Council.

‘The sector has been waiting 25 to 30 years for better regulation and this is our opportunity to get it right. Our best chance of success is to be methodical and not cut corners, which has led to the failure of previous reviews.’

To this end, Anderson and sector colleagues David Cockerill of Bakkafrøst Scotland and Dougie Hunter of Mowi have advocated adopting a ‘lean assessment’, a tried and tested approach that seeks to eliminate resource waste and defects.

‘Nobody had been looking at whether the cost to the public sector of the current system was wasteful,’ said Anderson. ‘Much of the existing regulation is laborious, repetitive and costly and the only way to streamline it is to start from scratch.’

‘The fact that Russel is part of the Consenting Group is very positive. The next stage is a series of workshops to examine recent licence applications to see where difficulties arose and what lessons can be learned.’

# People on the move

**A quick round-up of internal promotions during the first quarter of 2023.**

On the freshwater team, Barcaldine Hatchery's Natalia Jardim and Mike Tresise have both been promoted to Senior Technicians. Natalia, who has the added responsibility of Fish Health Specialist, joined the hatchery team in 2020 as a Technician, as did Mike, who relocated from South Africa with his wife, Amanda, who works in the Environment team.

Joining Natalia and Mike in moving from Technician to Senior Technician is André Gillon, who started at Barcaldine in April 2021, and has the added responsibility of Planning and Logistics.

Meanwhile at our Girsta Hatchery in Shetland, Bryan Manson has been appointed Production Support Manager. Bryan has 10 years of hands-on experience of the facility, most recently as Aquaculture Technician.

On the marine team, David McKie and Jacob Ellis have been appointed skippers of the new mainland service vessel, the Hollie Rose. The pair bring 10 years' farming experience with Scottish Sea Farms, having come from managerial roles at Bloody Bay on Mull.

Also moving from farming to crew is Thorfinn Williamson, who joined Grieg in 2018 as an Aquaculture Technician and takes on the role of First Mate aboard Shetland service vessel, the Courageous.

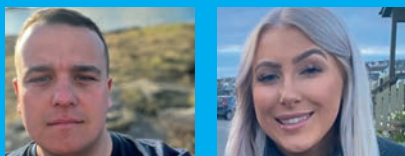
Within the fish health team, Laboratory Technician Hannah Bloomer has been promoted to Laboratory Supervisor at Gremista, in Lerwick, taking over from Chelo Cadavid Carrascosa, who is relocating to Canada with husband Grant Cummings and family.



Natalia Jardim Mike Tresise André Gillon



Bryan Manson David McKie



Jacob Ellis Hannah Bloomer

## Bumper year for long service milestones

Angela Hand

**This year, Scottish Sea Farms will see its highest number of long service awards in any one year, with 34 employees recognised.**

Eighteen employees will receive the 10 years' service award, first introduced last year, with a further 16 long-serving colleagues achieving everything from 15 years' service to an incredible 40 years.

Each will be presented with a long service award, personalised letter, and gift voucher as a thank you for their ongoing contribution to the business.

Amongst those to have celebrated work anniversaries so far this year is Angela Hand who holds the dual role of PA to the Managing Director and Communications and Marketing Coordinator, and who celebrated 25 years' service in January.

'From day one, I've loved the sector,' she said. 'I always remember the induction I got when I was 19 and they put me on a boat with all the gear so I could see what we were doing on the farms, and then in processing. It blew my mind.'

'But for me it's all about the people. Everyone enjoys what they're doing and there is a sense of belonging to a big family.'



Rory Conn



Ewan Mackintosh

The importance of 'team' is a sentiment echoed by fellow long server Head of Operations Ewan Mackintosh, who celebrated 20 years with the company in March.

'Some of the faces have changed over the years, but I am fortunate to have a fantastically bright and loyal team of problem solvers who have got us through many challenges, not least Brexit.'

'One of the biggest advances has been the use of software designed in-house, helping inform decisions and keeping people updated.'

For Head of Freshwater Rory Conn, who recently celebrated 15 years' service, it's this mix of old values and new ideas that's key.

'When I joined Scottish Sea Farms 15 years ago, my son was just six months old - now, he's pushing six feet tall.'

'In that time, the company has evolved but the core principles remain the same: biology still drives what we do, people and relationships are hugely important, and we have high expectations.'

'It's remarkable how the culture of Scottish Sea Farms has remained true through the changing times and growth. For me, that's a real credit to the leadership of the company.'

# 'Blue light' policy keeps communities covered in emergencies



HM Coastguard, Shetland

**In the last issue of The Source, Shetland Hatchery Engineering Manager and volunteer for HM Coastguard Steven Nicolson spoke of the company's 'blue light' policy. But what is it and how does it help? We spoke to more emergency service volunteers to find out.**

Scottish Sea Farms' blue light policy, also known as 'Reserve forces' policy, enables those who volunteer for emergency services to attend call-outs during working hours.

#### **Call-outs during working hours**

Ewen Leslie, Mainland Freshwater Engineering Manager based at Barcaldine, has been a volunteer for HM Coastguard for 25 years and is called out about 50 times a year: from preparing temporary landing sites for Scotland's air ambulance, to helping Police Scotland search for missing persons.

These call-outs can occur at any time of day or night.

'A lot of employers don't let people leave during working hours, but it's never been a conflict at Scottish Sea Farms.

'I would never make myself available to the Coastguard if my work needed me more. If I have a meeting or I'm out at a farm, I just book off the Coastguard rota. So long as you attend training, which is mandatory, you can log off for periods when you're not free.'

#### **Long call-outs**

The blue light policy can come in equally handy on call-outs that occur out of working hours.

Shetland Aqua Technician Liam Graham volunteers for the Scottish Fire and Rescue Service.

The role requires him to be on call 90 hours each week, during which he must be within five minutes of Lerwick fire

station. As such, he can only be on call when at home – but with no way of knowing how long a call-out will last.

'Two years ago, there was a big fire at a hotel and I was at the scene for over 14 hours. I managed to get in contact with my manager, Joe Allinson, who was very accommodating.

'The company recognises that the communities we are operating in are not big cities that have full-time emergency services. It's the guys who are working on salmon farms who are covering our communities for the emergency services.'

#### **Additional support**

Hoping to join Graham soon as a retained firefighter is Shetland Engineer Grant Masson, who previously volunteered for RNLI Lerwick Lifeboat for 12 years.

'Having hung up my lifeboat boots last August, I've now completed an initial 12-week training course at Lerwick fire station, along with an assessment and fitness test. The next step is a two-week intensive training course.

'My manager, Keith Fraser, has been really accommodating throughout the whole process, even helping me with the mountains of paperwork required.'

**If you are interested in volunteering for the emergency services and would like to know more about the company's blue light policy, speak to your line manager or the HR team.**

## Career spotlight



**Georgia Mitchell,**  
**Outbound Logistics**  
**Manager**

#### **What does your role involve?**

The team is split into inbound and outbound. My role is to manage orders and liaise between processing and sales on everything from market conditions to sea conditions, as well as working with local authorities, export hubs and freight forwarders.

#### **What's your background?**

I have a marine biology degree from Bangor University and joined Scottish Sea Farms in 2017, after moving to Oban the previous year.

#### **Why did you choose this job?**

I started as a Supply Chain Coordinator thinking it would be a foot in the door to pursue my interest in marine biology, but now I realise that logistics is what I'm good at. I was promoted to my current role last May.

#### **What are the biggest challenges?**

Brexit was my life for 18 months as I was tasked with preparing for all the extra red tape. Now it's become routine, mainly because we adapted quickly, redesigned our software and have a good relationship with DFDS. We can still face issues at border crossings, the hardest part of which is having to deliver bad news, but we always try to do so with a solution.

#### **And the greatest rewards?**

Every day is different. We're basically problem solvers: other departments come to us with an issue and it's our job to help. I work in a great team and that drives me on. I'm particularly inspired by my manager, Ewan Mackintosh, and I want to get better at leadership and see where it takes me.

# New leader for community fund's next chapter

## Dispensing company funds to worthy causes could be classed as one of the nicest jobs in Scottish Sea Farms, said the new Coordinator of the Heart of the Community.

Jessica Taylor, who took over the role from Fiona Martin in January, will combine her new duties with her role as Communications and Marketing Coordinator.

'Having worked closely with Fiona over the last year, and overseen the evolution to an online application system, I'm looking forward to leading the Fund into its next chapter,' she said.

'I've always been interested in how companies give something back to their communities and if I can use my

marketing experience to help raise the profile of the Fund, it can only go from strength to strength.

'A lot of people don't know how much aquaculture contributes to rural areas, and through Heart of the Community we can hopefully encourage people to find out a bit more about our company and the sector.'

Since it was set up in 2011, Heart of the Community has awarded more than £1.7m to projects across Scottish Sea Farms' farming regions in Shetland, Orkney and Scotland's west coast.

'With the cost-of-living crisis ongoing, we're receiving more applications than ever,' said Jess. 'So we're looking closely at where our Fund can make the most difference to the biggest number of people.'



Key to achieving this is connecting with the Regional Community Coordinators who have crucial knowhow of local causes, helping review and prioritise grant applications.

Jess also hopes to visit more farm managers, each of whom has a £500 community allowance each year, and get better acquainted with the Scottish Sea Farms estate.

'My geography has become so much better since I took on this job! I can now look at an application and say straight away whether we farm there or not.'

**Interested in making an application? Visit [scottishseafarms.com](https://scottishseafarms.com) > Community > Heart of the Community and click 'Apply now'**

## Logistics teams go the extra mile for charity



**More than 30 intrepid go-karters from aquaculture supply chain and logistic companies got behind the wheel recently to test their driving skills and raise funds for charity.**

The go-karting challenge, last held 10 years ago, involved nine teams of four from businesses including Northwards, DFDS and O'Toole Transport, who donated £400 per team, along with prizes for a silent auction.

Each team had to complete the course over 90 minutes, with driver changeovers, following a pre-race practice session to allocate grid positions.

Altogether, £3,400 was raised during the event, staged on February 25 at Xtreme Karting in Edinburgh, with a post-race raffle adding to the total.

The day out was organised by Scottish Sea Farms' Supply Chain team – in particular, Supply Chain Coordinator Lyndsay Foster, whose idea it was to resurrect the competition.

'I came across the banner for the last event in 2013 and asked my colleagues why we couldn't do it again. Ewan Mackintosh (Scottish Sea Farms Head of Operations) agreed it was a good idea and suggested I run it myself.

'I contacted hauliers who work with the sector and got a great response, with

some of them entering two teams, as well as prizes for the silent auction.

'Other businesses and organisations, including Rangers and Celtic football clubs, Edinburgh Zoo, and Brewdog, were also very generous in donating raffle prizes such as stadium tours, family vouchers, and dinners.'

First, second and third prizes were awarded to 'The Boys' (Mackintosh's team), the 'OTT Flyers' (O'Toole), and 'Norork' (Northwards Orkney team), while fastest lap honours went to Josh Martin and the award for last place was given to 'The Girls', Foster's own team which also included Chloe MacLeod, Paige Scott and Brian Shearer.

The money raised will be distributed between two charities, Chest, Heart & Stroke Scotland and Mind, both of which are 'close to home in our sector', said Foster.

## Heart of the Community at a glance



**2023** so far  
**19** grants approved  
**£39,206** given

**All time** (2011-present)  
**707** grants approved  
**£1,776,820** given

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