

# Organic Sea Harvest

Delivering Social and  
Economic Benefits for  
Skye and Scotland





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From our base in Staffin, Isle of Skye, Organic Sea Harvest is a leading producer of the finest farmed Scottish organic salmon.

We're passionate about responsibly farming the seas to grow healthy, sustainable seafood.

Organic Sea Harvest is proud of what we do. We're proud of the people who care for our fish. We're proud of the communities in which we live and work. We're proud to be food ambassadors for Skye and Scotland.

This document highlights some of the Social and Economic benefits **Organic Sea Harvest** is making to Skye and Scotland.





# Cultivating a Legacy: The People and Principles Behind Organic Sea Harvest

Organic Sea Harvest is not a faceless company, it's a team of dedicated and knowledgeable people. These are people who call Skye and Scotland their home, who are deeply invested in the future well-being of their families and friends. They are people who genuinely care about the fish they raise and take pride in contributing to Scotland's rich farming heritage.

The success of Organic Sea Harvest is entirely dependent on the pristine waters of Skye. We understand we are stewards of a precious resource and have a responsibility to safeguard the marine environment we are privileged to work in.

# Farming to the Highest Organic Standards

Organic Sea Harvest is the only farmer in Scotland to focus solely on producing the finest organic salmon.

We operate to some of the strictest farming standards and regulations in the world which are independently audited and allow us to be certified as organic salmon farmers.

At Organic Sea Harvest our aim is to organically farm Scottish salmon in balance with nature, ensuring the best welfare of the fish in our care and with respect for the natural world.



**Best Aquaculture Company**

Organic Sea Harvest



# Ambassadors for Skye and Scotland

Our organic salmon is recognised from North America to Europe by our unique 'Isle of Skye Organic Salmon' brand.

Organic Sea Harvest is proud to be an ambassador for Skye and Scotland by delivering high quality, tasty, healthy seafood for people to enjoy.



ISLE OF SKYE  
ORGANIC  
SALMON



# Making North-East Skye our Home

Since 2019, Organic Sea Harvest has created 24 new jobs, with 16 of these positions located on Skye. These jobs play an essential role in helping the communities in which we live and work to thrive.

Our jobs include everything from Farm Managers and Boat Skippers to Fish Health Technicians and Trainee Farm Technicians. More than just jobs, these opportunities represent well-paid, enduring careers.

\*Aquaculture sector – wider economic impacts: estimates. Scottish Government, Marine Directorate, 23 September 2020



'The aquaculture sector makes an important contribution to the local economies in Scotland.'

Scottish Government\*

Aquaculture supports 'high skilled jobs, which have benefitted their workforce with relatively high wages.'

Scottish Government\*

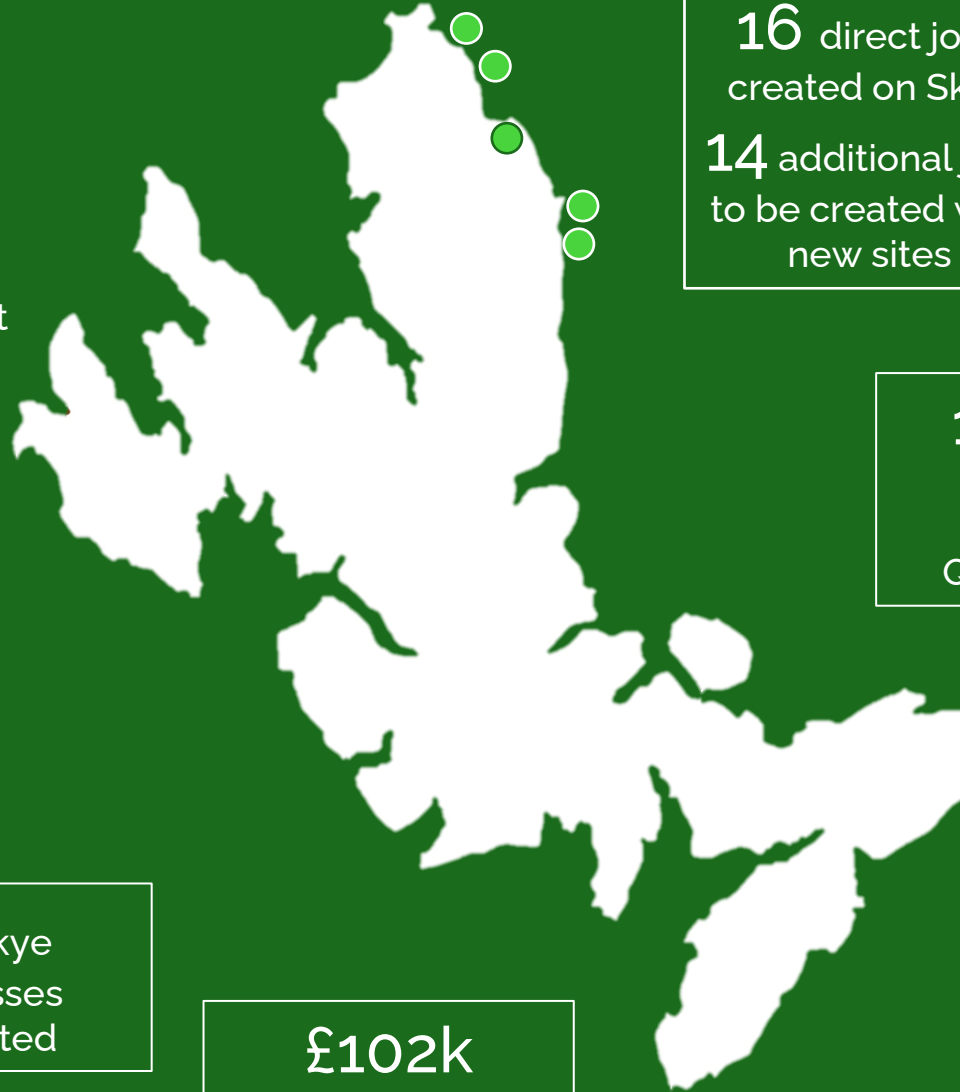


ORGANIC  
SEAHARVEST



# Building a Legacy on Skye

From our farms offices in Staffin, Organic Sea Harvest currently organically farms two sites at Culnacnoc and Invertote. Our current application is to open an additional two organic salmon farms at Flodigarry and Balmacqueen.



**16** direct jobs created on Skye  
**14** additional jobs to be created with new sites

**16** SVQ's & Advanced Maritime Qualifications

**£650k**  
annual salary cost paid on Skye

**53** Skye businesses supported

**£102k**  
community grants awarded on Skye





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# Creating Careers and Shaping Futures

Modern salmon farming is an innovative, evolving industry using a high level of technology. This means skilled, permanent jobs paying more than the national average salary.

## Average Pay for Full Time Employees

Scotland 2022	£33,332
Highlands 2023	£34,528
Scotland 2023	£35,518
Organic Sea Harvest 2023	<b>£36,842</b>

Since 2019 our team has benefitted from 100's of training courses including more than 16 SVQ's and Advanced Maritime Qualifications.

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KILMALUAG

ARRAN WORKBOATS  
SEAFOR...

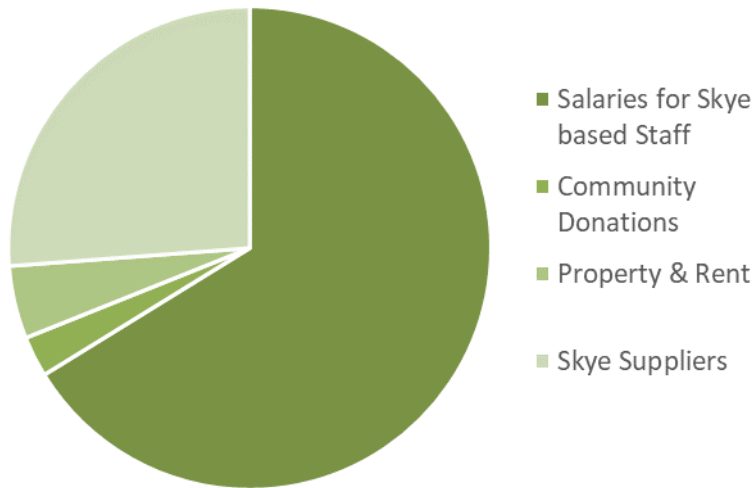


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# Real Investment in Skye and Scotland

Since 2019, **Organic Sea Harvest has invested over £30 million** in our business in Staffin.



To date, Organic Sea Harvest has spent **more than £3.7 million in Skye**. This includes:

- Over **£2,500,000** in salaries paid directly to staff living in North-East Skye.
- **£988,609** spent with Skye businesses.
- An additional **£184,000** renting property in Staffin and Portree
- **£102,778** of donations to Community Projects on Skye





# Playing Our Part in the Community

Who have we helped? Here are the organisations Organic Sea Harvest has directly donated to since 2019

- Isle of Skye Golf Club
- Maritime & Coastguard Agency
- RNLI
- Skye & Lochalsh Food Link
- Skye & Lochalsh Rivers Trust
- Skyevents – Staffin Triathlon
- Staffin Primary School
- Lucky2bhere – Staffin Defibrillator
- Staffin Primary Parent Council
- Portree & Braes Community Trust
- Skye Camanachd Shinty Club
- Edinbane Primary School
- Helping Hands
- Radio Skye
- Skye & Lochalsh Citizens Advice Bureau
- Skye Rugby Club
- Isle of Skye Pipe Band
- Staffin Pier/Slipway Project

**WINNER**

**Community Initiative**

Organic Sea Harvest & Cargill From the Sea to the Land Initiative

Organic Sea Harvest, winners of the Community Initiative Award, Aquaculture Awards 2023

# Investing in our Community Case Study – Radio Skye

In 2022, Organic Sea Harvest awarded over £9,000 to Radio Skye, allowing the purchase of new broadcasting equipment and offering opportunities to young people on the island.

'This funding has allowed us to buy new broadcasting equipment as well as equipment to take into schools to teach presenting and broadcasting. Getting this fund means we can make some serious steps towards securing the future of local radio for Skye'

Suzy Lee, Radio Skye





# Investing in our Community Case Study – Portree Community Allotments

In 2022, Organic Sea Harvest awarded over £2,000 to the Portree Community Allotment project, a combined initiative between Portree & Braes Community Trust and Skye Housing Association.

'The timing of this award couldn't be better. This donation helped with a key element of the first phase of the project and helped the community realise its vision of a community allotment'

Fiona Thompson,  
Development Officer, Portree & Braes  
Community Trust





## Investing in our Community Case Study – Skye Rugby Club

In 2023, Organic Sea Harvest awarded Skye Rugby Club over £1,700 to help the club grow.

'Thanks to OSH's generosity, we're able to keep rugby in the area and let the team play in front of their community, which is so important to everyone, both on a personal level for the players and in terms of club development. We now have nearly 150 members, and this funding helps every single one of them.'

Kelly Bow, Skye Rugby Club Founder and President







# Why Farm In North-East Skye? The Environment

Organic Sea Harvest understands that the seas around Skye are precious. We have an obligation to build a business which can help secure the well-being of future generations through responsible and sustainable farming practices.

The sites Organic Sea Harvest has chosen to farm are not without challenges. They are exposed to the elements, enduring the forces of wind, weather and tides. Yet it is precisely this environment that makes these ideal locations to farm our organic salmon. The wind, waves and currents provide excellent water exchange which helps protect both the health and welfare of our fish and the seabed and surrounding environment.

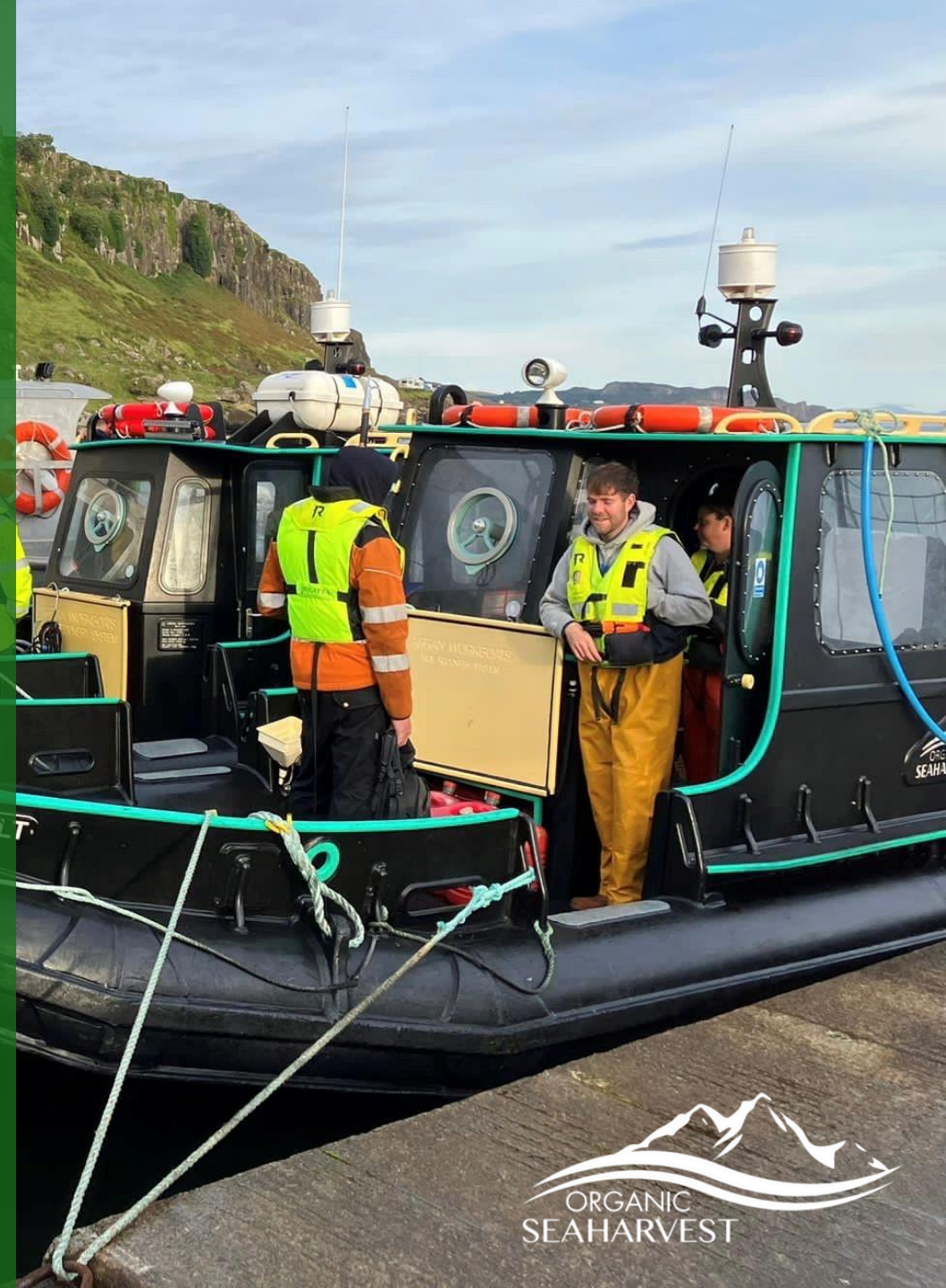


# Why Farm In North-East Skye? The People

The Isle of Skye has been home to generations of farmers and fisherman. This heritage allows us to build an outstanding team who understand the sea and are proud to produce healthy seafood for people to enjoy.

As a business it makes sense to focus our farms in one geography. This allows us to be more efficient, helps us work together as one team and benefit from supporting our local community.

We choose to farm in North-East Skye, not because it's easy but because the wild waters and fantastic people are great for our fish and our business.



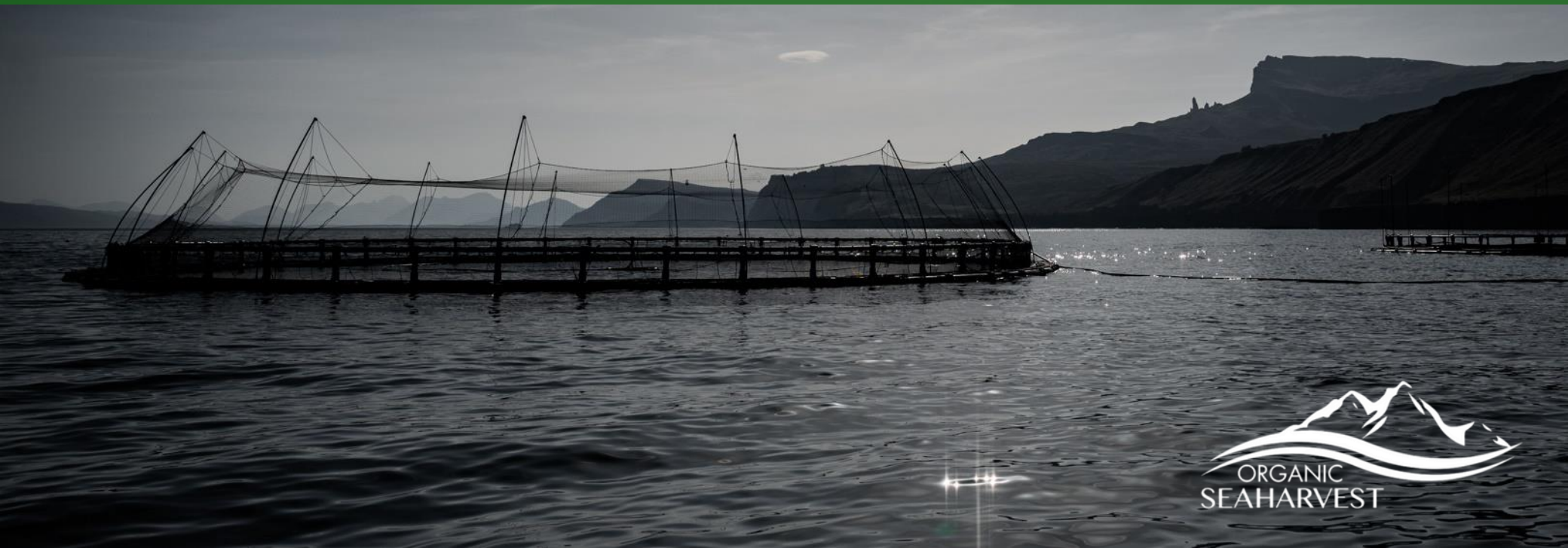
'Our fish are farmed to a maximum of 10kg of fish per m<sup>3</sup> of water. This means that over 99% of our farm pens are sea water, ensuring our fish have space to thrive.



# Why do we Need Two New Farms?

Our business plan always required a minimum of four farm sites in North-East Skye. We need this many sites to enable us to build a sustainable business for the future. Most importantly we need four farm sites to:

- Ensure we provide our fish with the best possible farming conditions.
- Enable us to farm in balance with the natural environment, regularly following our sites to help minimize our impacts.
- Be able to provide a consistent supply of healthy seafood to our customers.



# What do Two New Farms Mean for North-East Skye?

- We will employ 14 more people in high-quality, well-paid jobs..
- We will continue to invest and develop a long-term, high-technology farming business with a sustainable future in North-East Skye.
- We will increase our spending with local businesses in Skye and the Highlands.
- We will increase our support for local communities.
- We will help ensure the future prosperity of Staffin, Flodigarry, Kilmuir and Skye.



# ROUGH SEAS MAKE STRONG SWIMMERS

**ORGANIC SALMON** FARMED IN THE WILD

