

SUSTAINABILITY

at Maple Leaf Foods

KEY HIGHLIGHTS



Advancing Nutrition and Health

Expanded Maple Leaf's market leadership in pork and poultry raised without antibiotics.

In Canada, more than 80% of antibiotics are used on animals, including pets and animals raised for food. Our society is becoming increasingly concerned about the use of antibiotics in animal production as the emergence of drug-resistant bacteria resulting from the overuse of antibiotics is a serious health issue. Maple Leaf is committed to minimizing or eliminating the use of antibiotics wherever possible, while maintaining high standards of animal care. We are expanding our market leadership in "raised without antibiotics" products across our branded, private label and foodservice portfolios and are one of the largest producers of pork raised without antibiotics in North America and the largest in Canadian poultry.





Valuing our People and Communities

Launched the Maple Leaf Centre for Action on Food Security to advance sustainable food security through advocacy, innovation and knowledge sharing.

We launched the Maple Leaf Centre for Action on Food Security (“the Centre”) in late 2016, with a goal to work collaboratively to reduce food insecurity in Canada by 50% by 2030. The centre focuses its work in three areas: advocating for public policy to reduce food insecurity, supporting innovative initiatives that move beyond emergency relief; and sharing learning from its partnerships that contributes to a collective body of knowledge.

The Centre launched in December 2016 with four community partners and in June 2017, the Centre announced three new partners: Community Food Centres Canada, Food First NL and NDG Food Depot. The Centre has made commitments of approximately \$3 million to support these seven organizations. To learn more about the Centre and its community partners, visit www.feedopportunity.com.

Set a goal to achieve 50% women in leadership roles within 5 years (manager level and above).

In 2016, Maple Leaf formed a Diversity & Inclusion (D&I) Council, with the following priorities:

- Actively build a workforce as diverse as the nation we are proud to serve;
- Enable top performance by removing barriers so talented people can exert their energy on doing great work, without concern for our differences;
- Learn from each other’s unique experiences and perspectives, in a culture of openness and inclusion;
- Create food that meets the diverse needs of the world we live in.

Maple Leaf has established a goal to achieve 50% gender diversity at the manager level and above on a composite basis by 2022. The focus is to support and advance its talented women from within through mentoring, advocacy, career planning and access to programs that further develop their leadership skills.

Achieved total Recordable Incidence Rate of 0.78, a world class workplace safety performance.

Maple Leaf strives for zero occupational injuries in the workplace. Through Our Safety Promise and continuous improvement in our safety protocols, we realized an 84.5% improvement in our Total Recordable Injury Rate (“TRIR”) since our 2012 baseline reporting year. Ongoing skills development and training are essential to continuing to reinforce the importance of workplace safety and procedures to keep people safe. In 2016 we delivered a TRIR rate of 0.78, an exceptional achievement that reflects a strong workplace culture and rigorous standards to keep people safe.



Treating Animals Well

Converted 33,000 sows to an enhanced loose housing by year-end 2017, while implementing a comprehensive plan to establish leading animal care practices.

Treating animals well is one of Maple Leaf's four sustainability priorities, with a goal to be a leader in animal care. The Company is implementing an expansive animal care strategy which includes investment in remote video auditing, environmental enrichment, advanced trailers to reduce stress on animals, sharing knowledge with producers and stringent standards and disciplinary action governing any violation of policies and procedures.

The vast majority of hogs in Canada are raised in open pens, but industry practice has been to confine sows (breeding pigs) in gestation crates. In 2007, Maple Leaf was the first major company in Canada to commit to converting sows from gestation crates to open housing. Maple Leaf has converted 33,000 sows to date and is implementing an accelerated plan with all remaining barns converted to open housing by the end of 2021.



Eliminating Waste

Maple Leaf is pursuing an aggressive and industry leading goal to reduce our environmental footprint by 50% by 2025.

Since the beginning of 2015, we have reduced our energy use by 27.6%, water by 20.9%, waste by 8.4% and GHG emissions by 33.2%. Consumption reduction and efficiency gains were driven by environmental sustainability action plans developing following comprehensive utility audits conducted in 2015/2016. Material emission reductions have also been realized through reduced company air and car travel.

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In 2016, Maple Leaf piloted LED lighting, followed by the execution of a national lighting retrofit program. We have also investigated solar photovoltaic systems, thermal heat recovery on our ammonia systems, geo-thermal heating and cooling, battery storage, rainwater harvesting and other water reuse opportunities at our plants.

More information is available at www.mapleleafsustainability.ca.

