



ACCESSIBILITY STATEMENT FOR MAPLE LEAF FOODS INC.

Statement of Commitment:

Maple Leaf Foods respects the principles of dignity, independence, integration and equal opportunity of all people. We are committed to preventing, identifying and removing barriers that impede accessibility and will integrate our commitment wherever possible to meet the accessibility needs of persons with disabilities in a timely manner. We are dedicated to act conscientiously in keeping with our own policies and relevant legislation in order to support a barrier-free society. Our leadership and team of Human Resources, Information Solutions, Facilities and Communications professionals will work together to deliver on this commitment. Our primary focus will be on improving accessibility within the following areas and timelines:

Customer Service

Maple Leaf Foods strives to provide its goods and services in a way that respects the dignity and independence of people with disabilities. We have always been committed to giving people with disabilities the same opportunity to access our goods and services and allowing them to benefit from the same services, in the same place and similar way as other customers and will continue to do so.

Training

Maple Leaf Foods currently provides Customer Service related accessibility training to staff and plans to also provide tailored staff training on accessibility laws and on the Human Rights Code as it relates to people with disabilities. We will engage our Human Resources partners and Information Solutions professionals to create and implement departmental training plans by 2015 to ensure all employees receive role specific training in accessibility.

Employment

Maple Leaf Foods is committed to fair and accessible employment practices and will accommodate people with disabilities during the recruitment and assessment processes and upon hiring. Our Human Resources and Talent Acquisition team will share our commitment within our postings and throughout the selection process, including advising new hires of our accommodation related policies and update staff on any changes to these policies, as applicable and fully implemented by 2016.

We will continue to develop individual accommodation plans and return to work policies for employees that have been absent due to disability and will ensure a written process is in place to document individualized plans in a clear and consistent manner by 2016. In addition, career



development, performance management, and redeployment processes / job changes will take into account accessibility needs and individual accommodation plans accordingly. It is Maple Leaf Foods' commitment to proactively prevent and remove accessibility barriers incorporating accessibility within our regular review of employment policies / materials and relevant procedures.

Emergency Information

Maple Leaf Foods will provide all existing public emergency procedures, plans and public safety information, upon request, in an accessible format or with appropriate communication supports in a timely manner. In addition, we commit to keeping our employees safe, therefore if an employee's disability is such that workplace emergency response information is necessary and we are aware of the need for accommodation, this information shall be provided. In addition, with the employee's consent, specific needs will be provided to the person designated to provide assistance. Individual situations would be maintained with any location changes.

Information and Communications

Maple Leaf Foods is committed to meeting the communication needs of people with disabilities and will consult with them to determine their specific information and communication needs. Our priority is to meet Web Content Accessibility Guidelines (WCAG) 2.0, Level A related to new web content as of 2014, and also working towards conforming to WCAG 2.0 Level AA by 2021 which captures web content posted after January 2012. In addition, our public feedback processes are to be enhanced overall by 2015 and we will implement communication to the public to advise that we aim to make information accessible upon request as soon as possible, via our website and other communication vehicles with the public.

Any questions about our Accessibility Statement may be directed to your local Human Resources partner.