

Maple Leaf Foods

Commitment to Animal Care

Maple Leaf Foods has strong values that deeply define our culture and have a very direct relationship to how we treat animals we raise or source. There are important environmental, nutritional and ethical implications of meat production that we must manage responsibly as part of our commitment to being a sustainable company.

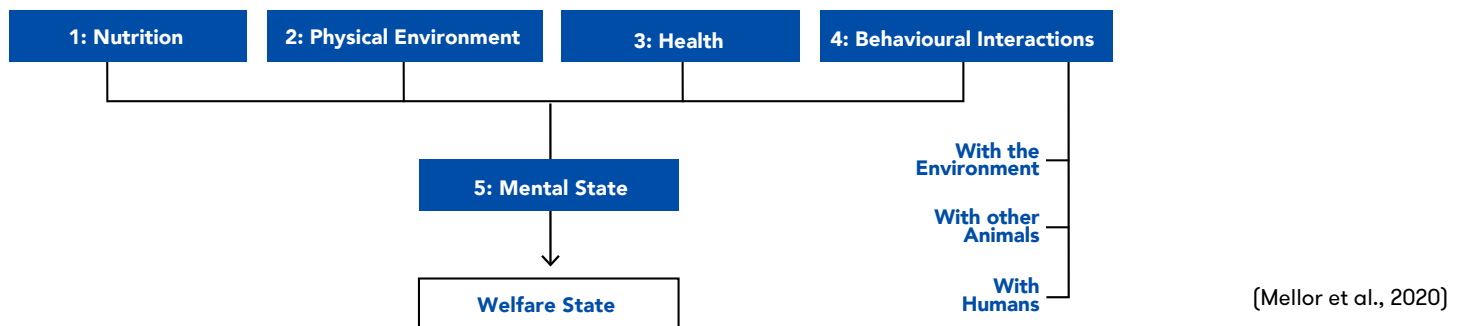
As the largest meat protein company in Canada we must be a leader in animal care. To achieve this, animal welfare must be an integral part of our culture and business. We continue to actively commit the necessary organizational focus and resources to achieve this.

Maple Leaf Foods is an integrated company that owns hog production, hatching egg production, hatcheries and pork and poultry processing plants. We have strong relationships with farmers and other service providers, and we seek to advance continuous improvements across our supply chain. We believe in the important linkages between animal care, workplace safety, food safety and quality, and environmental sustainability. They all have a vital role in providing consumers with high quality, nourishing food that is produced sustainably and ethically.

Our responsibility for animal care goes well beyond our own operations to advocate and share knowledge that elevates practices and regulations across the industry. We actively engage with consumers, customers, animal care interest groups and other stakeholders, so that change can be based on sound science, what is best for the animal, and what society expects of us. Through our actions and communications, we must earn public confidence that our products come from animals raised with a high standard of care where their biological, behavioural, and mental needs are being met.

Maple Leaf Foods is committed to enhancing our animal wellness practices in a manner that advances beyond the Five Freedoms toward the Five Domains model. The Five Domains model promotes increased positive welfare states and reduced negative welfare states, and more fully considers the mental wellbeing of animals.

FIVE DOMAINS OF ANIMAL WELFARE



CULTURE: advancing a culture of animal care through communications, education and training; robust policies and well-defined Standard Operating Procedures; and providing positive reinforcement and timely consequences for violations.

ACCOUNTABILITY: regular reporting of performance, opportunities and progress to a Committee of the Board, senior leadership and across facilities; and conducting frequent, rigorous internal and independent audits.

ADVANCEMENT: advancing best practices and technologies based on sound science; working with an Animal Care Advisory Council, comprised of external experts; and supporting research and advocating for improvements that raise standards across the industry.

COMMUNICATIONS: providing transparent, fact-based communication of commitment, goals and performance, and building open relationships with stakeholders.



Maple Leaf Foods Commitment to Animal Care

CULTURE

- Providing our people with the knowledge, skills, resources and workplace culture to reinforce high standards of animal care.
- Clearly defining and enforcing expectations of our people and suppliers regarding animal care, recognizing best practices and taking swift disciplinary action when necessary.
- Using a “See It? Stop It!” program and anonymous reporting hotline to ensure any animal mistreatment is reported promptly.
- Elevating the importance and prominence of animal care in our management processes, operating policies and procedures, employee communications and supplier relations.

ACCOUNTABILITY

- Establishing strong governance, with senior leaders directly accountable for compliance to our standards and advancing our goals.
- Reporting quarterly to a Committee of the Board and senior leadership on key animal care metrics, risks and progress towards our goals.
- Requiring our animal operations and suppliers to adhere, at a minimum, to guidelines under: the National Farm Animal Care Council’s Codes of Practice; the Canadian Pork Excellence and PigCARE programs of the Canadian Pork Council; Meat Institute Animal Handling Guidelines; the Animal Care Program of Chicken Farmers of Canada; the Turkey Farmers of Canada Flock Care Program®; and the Canadian Hatching Egg Producers Animal Care Program.
- Requiring weekly/monthly internal audits and corrective action reviews of our operations by employees that are certified or trained as animal auditors by the Professional Animal Auditor Certification Organization (PAACO), and annual third-party audits across our operations.
- Maintaining a collaborative relationship with the dedicated Canadian Food Inspection Agency (CFIA) inspectors and veterinarians at all our processing facilities, and with provincial officials that oversee on-farm animal care.

ADVANCEMENT

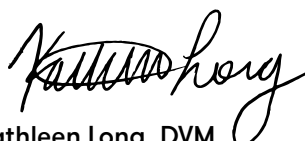
- Implementing and enhancing an Animal Care Strategy that advances our commitments and goals, with measurable targets and outcomes.
- Working closely with our producer partners and other suppliers to advance high standards of animal care across our supply chain.
- Monitoring and advancing our practices through the office of the Vice President, Animal Care and an internal governance structure that includes senior management, operations leaders, and technical experts.
- Working with an Animal Care Advisory Council, composed of external experts who assist us to continually advance the efficacy of our program and culture.
- Supporting research and innovation that enhances our understanding and advances animal welfare.
- Continuously seeking and sharing animal care best practices, both within and beyond our supply chain.
- Advocating for regulatory reforms that raise and enforce animal care standards across the industry.

COMMUNICATIONS

- Communicating frequently and transparently on our goals, progress and performance.
- Maintaining a constructive dialogue with organizations committed to advancing animal welfare.

A stylized, handwritten signature in black ink, appearing to read "Curtis Frank".

Curtis Frank
President and CEO

A stylized, handwritten signature in black ink, appearing to read "Kathleen Long".

Kathleen Long, DVM
Vice President, Animal Care