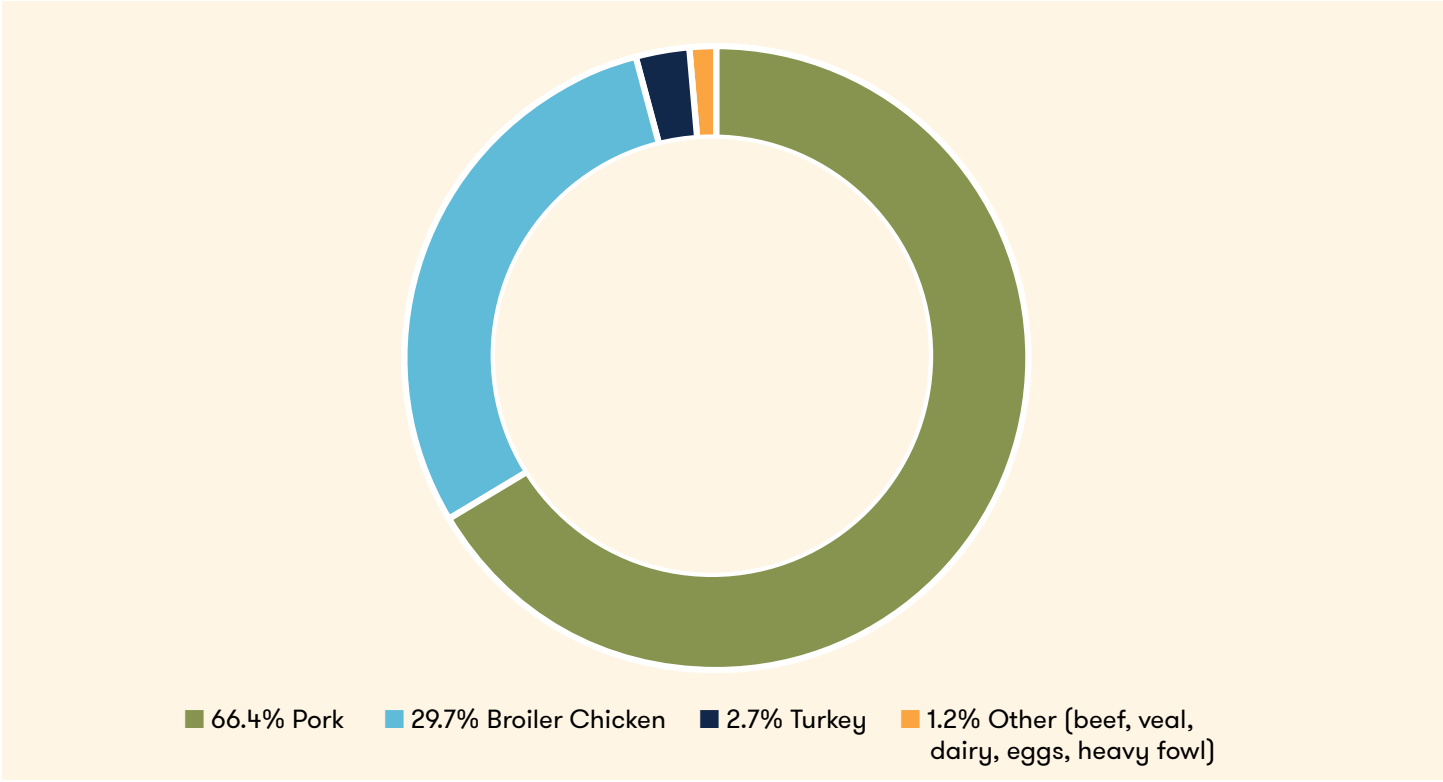
Maple Leaf Foods
Animal Care Performance Report 2020

STATEMENT OF SCOPE

Maple Leaf Foods is a vertically integrated company that owns pig production, broiler breeder chicken growing production, hatching egg production, broiler chicken hatcheries, and pork and poultry processing plants. In 2020, we had approximately 200 pig production locations, one broiler breeder grower farm and three hatching egg production farms, as well as three broiler chicken hatcheries supplying our contracted chicken growers. We operated two pork processing plants and four broiler chicken processing plants. We work closely with independent pig and poultry farmers and related service providers who supply our processing operations. We also source animal protein for use in our products from supply chains outside our direct care and control, including chicken, turkey, beef, veal, dairy and eggs. We are major producers of pork and chicken and source small quantities of turkey, beef, veal, dairy and eggs.

2020 Proportion of Maple Leaf Foods' Global Animal Protein Supply Chain by Species (KGS)



The scope of our Commitment to Animal Care extends throughout our global supply chain for all animal proteins we source. The primary focus of our Commitment to Animal Care is establishing standards and practices applicable to animals and animal operations under our care and control, and the Canadian provinces in which they are located. Our Commitment to Animal Care additionally establishes a commitment to work closely with our producer partners and other suppliers to advance high standards of animal care across our supply chain.

The disclosures and performance metrics within this report are reported as a proportion of Maple Leaf Foods' total global animal protein supply chain, by species. Areas where the scope of our current commitments are limited are clearly defined. Recently acquired operations are not included in 2020 Animal Care performance reporting.

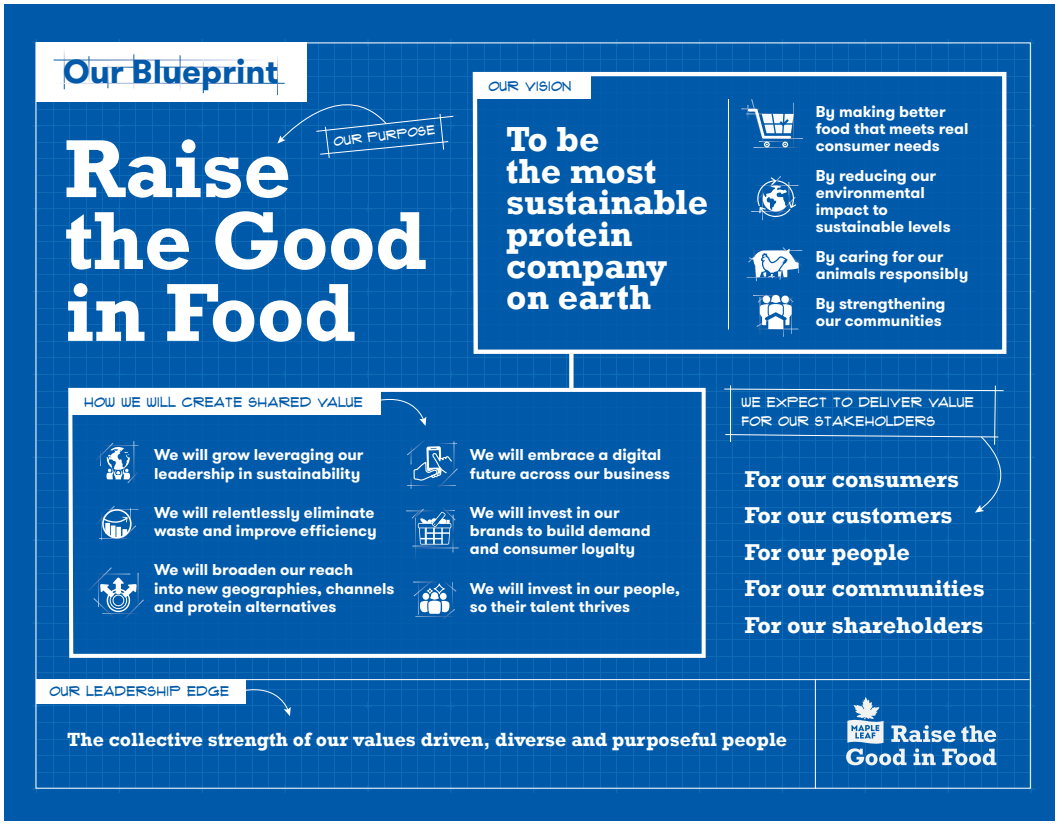
2020 Proportion of Global Animal Protein Supply Chain by Species Under Maple Leaf Foods' Care and Control

Species	Proportion Under Maple Leaf Care and Control	Definition
Broiler Chicken Processing	87%	Broiler chickens sourced from independent Canadian farmers that we process in our primary processing plants. The remainder of our chicken is sourced from third-party suppliers.
Pig Production	39%	Market pigs we own that are raised on farms we operate or lease in Western Canada. Our pigs supply approximately 41% of our primary processing plant volume. The remainder of the pigs required for our primary processing plants are sourced from third-party Canadian farmers.
Pork Processing	95%	Pork produced from our own operations and that of independent Canadian pig farmers processed in our primary processing plants. The remainder of our pork is sourced from third-party suppliers.
Other Species	0%	We source small quantities of turkey, heavy fowl, beef, veal, eggs, and dairy products from third-party suppliers.

Farm Animal Welfare Importance, Commitment, and Policies

Maple Leaf has strong values that deeply define our culture and how we operate. These values extend to how we treat the animals we raise or source. Better care for animals is one of our four sustainability priorities, and it reflects our goal to be a leader in animal care.

We are committed to enhancing our animal wellness practices in a manner that advances the Five Freedoms – the most widely accepted global standard for responsible animal care. We are also implementing the Five Domains of animal welfare into our culture – a widely adopted approach for assessing physical and functional factors that affect an animal's welfare and overall mental state.



For more information, see our Commitment to Animal Care.

Close Confinement

Maple Leaf Foods is committed to avoiding close confinement in animal production wherever possible. We acknowledge that replacement of traditional animal housing systems is a complex process requiring considerable preparation, investment and training of animal handlers. We firmly believe that animal housing replacements require time and care to meaningfully improve animal welfare outcomes, and do not advocate rushing or completing housing replacements in a poor-quality manner.

We are committed to the elimination of gestation stalls for sows and have converted 87% of our owned sow spaces (61,900 sow spaces) to our Advanced Open Sow Housing system as of the end of 2020 and are on track to transition 100% of our sow spaces by the end of 2021. In this system, sows are returned to group housing shortly after breeding, allowing them to spend the full gestation period in group housing, free to roam and socialize with other sows. Read more about our Advanced Open Sow Housing system.

2020 Proportion by Species Free of Close Confinement

Species	Proportion Free of Close Confinement	Comments
Broiler Chickens	100%	Broilers supplying our operations are never housed in cages.
Broiler Breeders	100%	Broiler breeders in our supply chain are never housed in cages.
Market Pigs	100%	Market pigs supplying our operations are raised in open pens.
Sows	17%	Percent of total global pork supply sourced from sows free of gestation stalls after confirmation of pregnancy. We have converted 87% of our owned sow spaces to our Advanced Open Sow Housing system.
Turkey	100%	Turkeys supplying our operations are never housed in cages.
Other Species	Not reported	Data for beef, veal, laying hens, and dairy cattle are not available for the 2020 reporting year.

Environmental Enrichment

We are committed to the provision of species-specific environmental enrichments to support natural behaviours and improve the mental state of animals. Thorough investigation is needed prior to implementing enrichments to ensure they are appropriate to the type and age of animals and design of housing. Practical aspects must also be considered including biosecurity, environmental impacts, safety and ease of use for farm workers.

2020 Proportion by Species with Environmental Enrichments

Species	Proportion with Environmental Enrichments	Comments
Broiler Chickens	4%	Broilers with environmental enrichments as a proportion of total global broiler chicken supply. Enrichments provided vary by farm, and include ramps, pails, perches, balls, potted plants, sandboxes, straw/hay nets, and pecking blocks.
Pork	39%	Pigs that were provided environmental enrichments in the nursery through finisher stages, as a percent of total global pork supply. Implementation was completed as of March 2020. Enrichments were provided in the form of hanging toys.
Other Species	Not reported	Data for broiler breeders, turkey, beef, veal, laying hens, and dairy cattle are not available for the 2020 reporting year.

Genetic Engineering and Cloning

Maple Leaf Foods prohibits the use of genetic engineering or cloning in all animal types in all of our supply chains. 100% of animal protein sourced from all species in our global animal protein supply chain is understood to be free of genetic engineering and cloning.

Antibiotics and Growth Promoting Substances

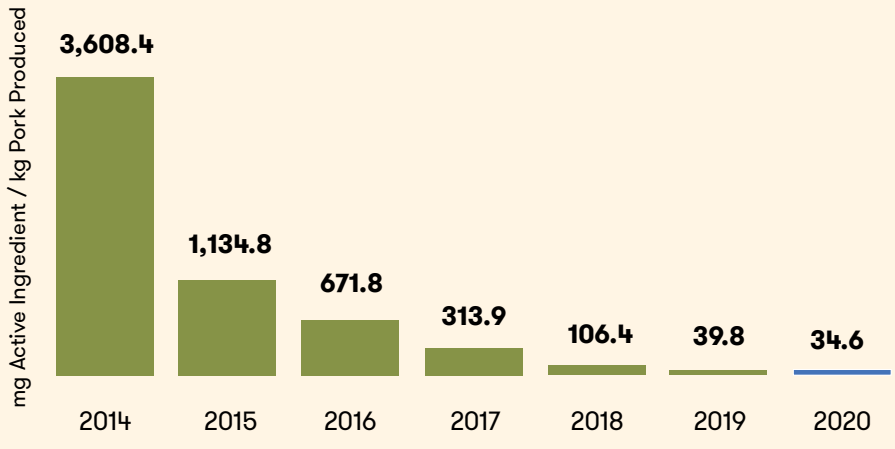
Maple Leaf Foods believes the livestock and poultry industries play an important role in preserving the effectiveness of antibiotics to protect human and animal health. Antibiotics are to be used in a responsible manner which seeks to prevent or reduce the development of antimicrobial resistance, while ensuring sick animals receive timely and appropriate treatment to protect animal welfare.

We prohibit the use of all antibiotics for growth promotion in all species and supply chains, which is defined as subtherapeutic administration of antimicrobials to improve feed efficiency or other production parameters. Responsible antibiotic use involves veterinary oversight and limiting use to those class(es) of least importance to human medicine likely to result in efficacious treatment, in accordance with the World Health Organization and Health Canada classifications of antibiotics. Antibiotic use must comply with applicable federal, provincial, state, and veterinary regulations and standards.

As part of our commitment to reducing antibiotic use, we are among North America's largest producers of Raised Without Antibiotics pork, and Canada's largest producer of Raised Without Antibiotics chicken. Animals in our Raised Without Antibiotics program never receive antibiotics for any purpose, including prophylactic and therapeutic uses. This has enabled us to make dramatic reductions in the volume of antibiotics used in our pork and poultry supply chains. Successfully raising animals without antibiotics relies on enhanced skill development of our farmers supported by our technical service experts and veterinarians, further supported by specialized feed and water programs, high levels of biosecurity, and strong vaccination programs. We ensure that sick animals are identified and treated on a timely basis to protect animal welfare, using clear standard operating procedures for our technical team and farmers. Our Raised Without Antibiotics programs undergo annual third-party audits to ensure compliance throughout our entire pork and poultry supply chains. Read more about our commitment to reducing antibiotic use.

In 2020, antibiotic use in our owned pigs averaged 34.6 mg of active ingredient per kg of pork produced based on antibiotic quantity dispensed. Of those pigs, 52% were Raised Without Antibiotics and never received any antibiotics throughout their entire lifetime.

Antibiotic Use in Maple Leaf Foods' Pig Operations



We support regulations and labelling programs that eliminate growth promoter use including the Canadian Ractopamine-Free Pork Certification Program, Canadian regulations prohibiting the sale and use of recombinant bovine somatotropin, and Canadian and US regulations prohibiting the use of growth-promoting hormones in poultry and pork and the use of antibiotics for growth promotion purposes.

2020 Proportion by Species Free of Growth Promoting Substances

Species	Proportion Free of Growth Promoting Substances	Comments
Broiler Chickens	100%	Chickens we process or source never receive added hormones, beta-adrenergic agonists or antibiotics for growth promotion, like all chickens in Canada and the United States.
Pork	97%	100% of pork we source comes from pigs that never received antibiotics or hormones for growth promotion, like all pigs in Canada and the United States. All pork sourced in Canada comes from pigs that never received beta-adrenergic agonists; the remaining 3% comes from countries where beta-adrenergic agonist use is unknown.
Turkey	96%	100% of turkey we source never receive antibiotics or hormones for growth promotion, like all turkeys in Canada and the United States. All turkey sourced in Canada never receives beta-adrenergic agonists; the remaining 4% comes from countries where beta-adrenergic agonist use is unknown.
Laying Hens	100%	Eggs we source come from hens that never receive added hormones or antibiotics for growth promotion or production, like all chickens in Canada.
Dairy	100%	Dairy products we source come from cows that never receive recombinant bovine somatotropin or other added hormones for increasing milk production. Dairy products we source come from cows that never receive antibiotics for growth promotion or production, like all dairy cattle in Canada.
Other Species	Not reported	Data for beef and veal are not available for the 2020 reporting year.

Physical Alterations

We are committed to reducing the use of physical alterations or replacing them with more humane alternatives wherever possible, provided the changes do not lead to adverse animal welfare outcomes. It is important that pain control is provided whenever relevant and feasible. All pigs raised in Canada must be provided with pain control for physical alterations in accordance with the National Farm Animal Care Council (NFACC) Code of Practice for the Care and Handling of Pigs. In 2020 we began a trial to evaluate a phased multi-year process of eliminating surgical castration in all pigs we manage. Poultry physical alterations are necessary in broiler breeder chickens and in turkeys for the long-term welfare of the flock to reduce or eliminate injuries that may cause pain. Physical alterations are performed using the most humane methods possible and limited to only essential alterations.

2020 Proportion by Species Free of Specified Physical Alterations

Species	Proportion Free of Specified Physical Alterations	Comments
Broiler Chickens	100%	Broiler chickens we source that are free of all physical alterations
Pork	39%	Pork we produce that never undergoes teeth clipping, and where pain control is provided for tail docking and castration.
	97%	Pork produced in regions where pain control is compulsory for physical alterations.
Turkey	0%	Turkeys undergo beak treatment, dewclaw removal and occasionally toe treatment and/or snood removal at the hatchery to prevent injuries during the growing period.
Laying Hens	0%	Laying hens receive beak treatments to prevent or reduce injuries.
Dairy	100%	Dairy sourced from cows that are never routinely tail docked. Tail docking is only permitted in situations of medical necessity such as an injury.
Other Species	Not reported	Data for beef and veal are not available for the 2020 reporting year.

Pre-slaughter Stunning

Stunning and back-up stunning are critically important steps in processing operations to ensure animal welfare is protected. We require pre-slaughter stunning for 100% of animals of all species supplying Maple Leaf Foods throughout our global supply chains. Back-up stunning is critical to protect animal welfare any time there is a concern that an animal may not have been stunned effectively. We firmly believe that processing plant employees must be encouraged to apply back-up stunning without reservation. It is always better to apply a secondary stun to more animals than necessary than to risk missing an animal.

We are committed to continuously improving stunning technologies in our facilities. We are implementing controlled atmosphere stunning for all broiler chickens we process, which reduces stress to birds by rendering them insensible prior to shackling. This system was first implemented in our Edmonton operation in 2019. We utilize CO_2 stunning in our Brandon pork plant which allows pigs to be moved in groups, reducing stress to the pigs and enabling easier handling.

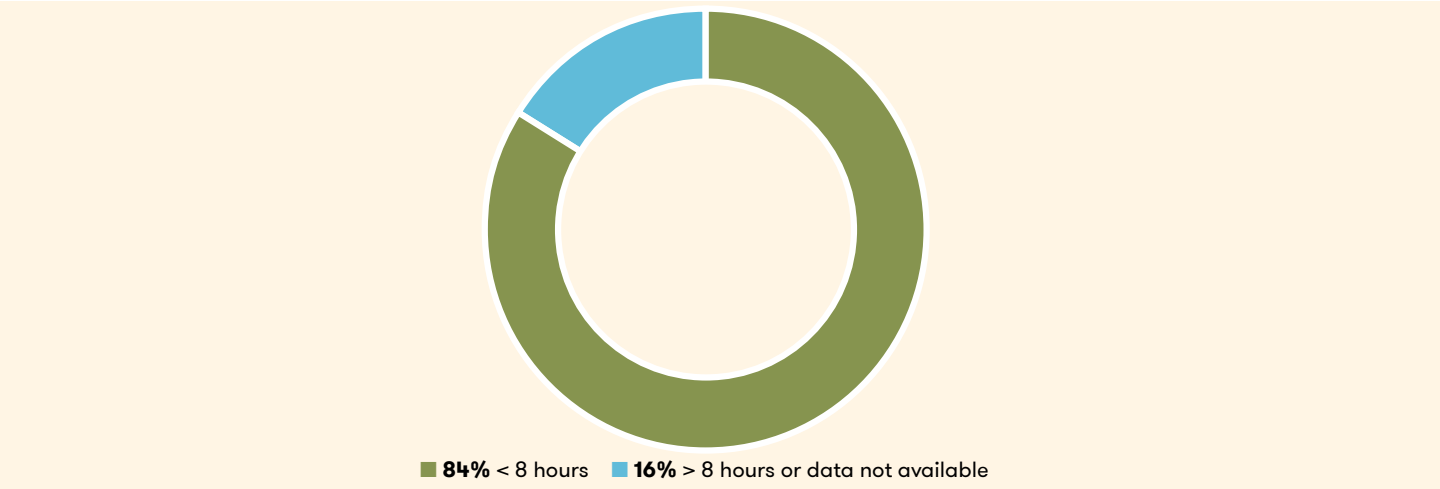
2020 Proportion of Global Animal Protein Supply Chain Requiring Pre-Slaughter Stunning and Stunning Effectiveness

Species	Proportion Subject to Pre-Slaughter Stunning and Stunning Effectiveness	Comments
Total Protein Supply	99.7%	Proportion of global animal protein supply subject to pre-slaughter stunning based on total kilograms sourced of chicken, pork, turkey, beef, veal, eggs, and dairy. The remaining 0.3% is due to beef religious slaughter that occurred prior to implementation of our universal pre-slaughter stunning requirement and lack of available data on slaughter of dairy cattle and laying hens.
Broilers	99.91%	Percent stunned effectively of the broiler chickens we processed (87% of our global broiler chicken supply).
Pork	0.2%	Percent of pigs subject to repeat stunning of the pigs we processed (95% of our global pork supply).
Other Species	Not reported	Data for heavy fowl, turkey, beef, and veal are not available for the reporting year.

Transportation

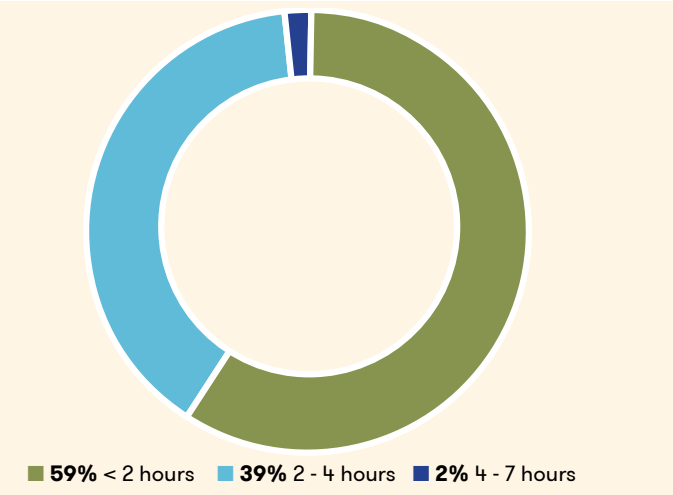
We are committed to minimizing transportation times for animals that we process and source. We expect that transportation times, from loading to unloading, be limited to the shortest duration possible while remaining compliant with applicable regulatory requirements for provision of feed, water, and rest to animals in transit and allowable working and driving hours for livestock transporters. All of our chickens that are processed in Alberta come from barns in Alberta and all of our chickens processed in Ontario come from barns in Ontario. The majority of chickens supplying our fresh poultry plants (approximately 59%) spend less than two hours in transit, while approximately 39% spend two to four hours travelling, and the rest (approximately 2%) do not exceed seven hours of travel time. Most pigs supplying our fresh pork plants (approximately 92%) spend less than eight hours in transit and only 2% of them spend over 12 hours travelling. We are compliant with the transportation requirements set by the Government of Canada Health of Animals Regulations and Safe Food for Canadians Regulations. All drivers transporting animals to our processing plants must be certified in Transport Quality Assurance® (TQA) or have Canadian Livestock Transport (CLT) certification or equivalent.

Hours our Global Animal Protein Supply Chain Spend in Transit



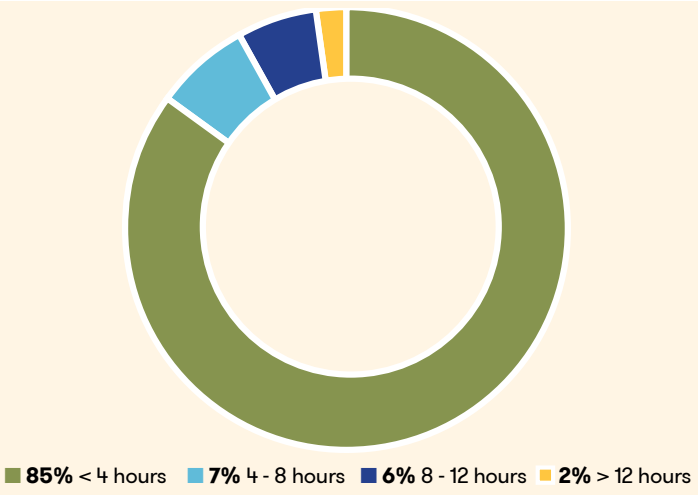
*Based on total kilograms sourced of broiler chicken, heavy fowl, pork, turkey, beef, veal, eggs and dairy.

Average Hours our Chickens Spend in Transit



*Chickens supplying our owned processing plants, which represents 87% of our global broiler chicken supply. In 2020, 100% of broiler chickens we processed were transported less than eight hours.

Average Hours our Pigs Spend in Transit



*Pigs supplying our owned processing plants, which represents 95% of our global pork supply. In 2020, 88% of our total global pork supply was transported less than eight hours.

Management Responsibility

Our Vice-President of Animal Care leads the implementation of our program, which incorporates leading science and advancements. Senior leaders routinely engage in animal care programs, policies and results through our internal Animal Care Council and quarterly CEO/COO updates. Our Animal Health & Welfare Technical Committee and Animal Health & Welfare Technical Committee Working Group comprise experts from throughout our Company who meet routinely to identify requirements, advance practices and monitor progress. In addition, we work with a council of external experts, the Maple Leaf Animal Care Advisory Council, to recommend best practices, scientific research and innovation in an effort to help us continually improve. Animal care reports are submitted quarterly to the Safety and Sustainability Committee of the Maple Leaf Foods Board.

Senior leaders of our pig production, poultry and pork businesses continue to maintain operational responsibility for animal care, regularly reviewing reports and audits and signing off on policies. Within the business, we have five veterinarians who oversee animal welfare, along with dedicated Canadian Food Inspection Agency veterinarians and staff at each of our processing plants. Animal welfare metrics are reported regularly, and non-compliance or audit failures are addressed immediately.

Animal Welfare Objectives and Targets

View our 2020 animal welfare performance and 2021 objectives here. Learn more about our innovations in animal welfare here.

Implementation of Farm Animal Welfare Policies

Education and training are foundational to knowledge, empowerment, accountability and a strong animal care culture. Every employee involved in the raising, transport and processing of animals must be trained on and adhere to our animal care policies and procedures. All employees who handle animals receive animal care training when they commence employment, and this is reviewed annually at minimum.

Maple Leaf Foods has over 30 experts who are Professional Animal Auditor Certification Organization (PAACO) certified across our pork and poultry operations, and they monitor animal welfare every day. Our people who are PAACO trained and certified have deep knowledge and skills related to animal welfare monitoring and reporting.

Any suspected or confirmed animal welfare incident is fully investigated and may result in employee discipline up to and including termination or termination of supplier/service provider agreements. Serious or egregious events are reviewed by senior management to ensure standards are implemented consistently across our operations.

In the event of a noncompliance related to transportation, handling or slaughter practices in one of our processing plants, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. The Corrective Action Plan (CAP) is submitted to the Canadian Food Inspection Agency (CFIA) for approval, and all actions taken will be reviewed to close the noncompliance.

All suppliers are required to adhere to our supplier code of conduct. Specific animal welfare requirements are further stipulated in individual supplier and service provider contracts, and contracts may be terminated in the event of animal welfare noncompliance. We work with our suppliers and service providers to implement and uphold high standards of animal care by sharing best practices and contributing to research projects to advance industry knowledge and scientific understanding.

Farmers supplying our hatcheries and processing plants are valued members of our supply chain and we work closely with them to provide guidance and one-on-one support to ensure best practices in animal care are implemented and upheld.

Read more about how we oversee and monitor animal welfare compliance here.

Animal Welfare Assurance Standards

We require all Maple Leaf Foods farms and operations, and all pig and chicken producers supplying our processing operations, to meet or exceed the most current requirements under the Canadian Quality Assurance® (CQA®) Animal Care Assessment™ (ACA™) or Canadian Pork Excellence and PigCare, the Chicken Farmers of Canada Animal Care Program, the Canadian Hatching Egg Producers Animal Care Program, and the NFACC Codes of Practice. Compliance with these standards is a contractual requirement for third-party pig producers. For chicken and hatching egg producers, program compliance is a mandatory requirement to maintain supply management standing and ship to federal poultry abattoirs or commercial hatcheries, which is audited and enforced by provincial marketing boards. We support research that enhances our understanding and advances animal welfare, and advocate for regulatory reforms that raise and enforce standards across the industry.

2020 Proportion by Species Compliant with Animal Welfare Assurance Standards

Species	Proportion Compliant with Standard	Standard	Comments
Broiler Chickens	98%	Chicken Farmers of Canada Animal Care Program	
	4%	Certified Humane® Raised and Handled and Certified Organic	Will comply with 2024 Better Chicken Commitment requirements.
Broiler Breeders	86%	Canadian Hatching Egg Producers Animal Care Program	
Pork	97%	Canadian Pork Excellence PigCARE or Canadian Quality Assurance® Animal Care Assessment™	Note that all Maple Leaf owned farms (39% of our global pork supply) are certified to the updated PigCARE program which includes animal-based measures.
Pork	95%	North American Meat Institute Animal Care and Handling Guidelines	
Turkey	96%	Turkey Farmers of Canada Flock Care Program	
Laying Hens	100%	Egg Farmers of Canada Animal Care Program	
Dairy	100%	Dairy Farmers of Canada proAction	
Other Species	Not reported	Data for beef and veal are not available for the 2020 reporting year.	

Research and Industry Collaboration

Maple Leaf Foods works with numerous stakeholders to advance animal care practices across the industry. We take active roles in committees and working groups that are working towards advancing animal care practices.

We also meet frequently with animal advocacy groups as they bring important perspectives to issues, global advancements and science related to animal welfare. We are committed to seeking open and constructive relationships with them.

Learn more about our research and industry collaborations here.

Educating Consumers

Information about animal care is available through our websites at Maple Leaf Foods, Maple Leaf Prime, and Greenfield Natural Meat Co.

Welfare Outcome Measures and Performance Trends

Welfare outcome measures are critically important to validate that animal management practices and housing systems are effectively controlling animal welfare risks. Welfare outcome measures additionally serve as an important mechanism to aid in decision making regarding animal husbandry and welfare standards.

Welfare Outcome Measures

Welfare Outcome	Welfare Outcome Result	Comments
Broiler Transport Livability	99.82%	Broiler chickens supplying our owned processing plants, which represents 87% of our global broiler chicken supply.
Pig Transport Livability	99.95%	Pigs supplying our owned processing plants, which represents 95% of our global pork supply.

In 2020, Maple Leaf Foods had six corrective action requests (CARs) and zero notices of violation (NOV) related to transportation, handling and slaughter practices for live terrestrial animals (pork and poultry). All CARs were addressed. In comparison, in 2019, Maple Leaf Foods had seven CARs (pork and poultry) and one NOV (poultry) related to transportation, handling and slaughter practices for live terrestrial animals. All 2019 CARs and NOVs were addressed. Once a warning is issued, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. The Corrective Action Plan (CAP) is submitted to CFIA for approval, and all actions taken will be reviewed to close the CAR. All warnings issued in 2020 were resolved and closed.

Broiler Chicken Welfare

In Canada, the NFACC Code of Practice for the Care and Handling of Hatching Eggs, Breeders, Chickens and Turkeys normally permits stocking densities of up to 31 kg/m^2, or up to 38 kg/m^2 if additional welfare provisions are met. We adhere to the Code of the Practice and in our experience, welfare outcomes do not differ between upper stocking density limits of 30 kg/m^2 and 31 kg/m^2.

We have conducted multiple slow growing broiler chicken field tests and are currently conducting a full evaluation of the animal welfare, efficiency, production and environmental impacts of slower growing breeds as compared with conventional breeds.

Broiler Chicken Stocking Density and Breed Information

Welfare Attribute	Proportion of Global Broiler Chicken Supply	Comments
Stocking Density	66%	Proportion of broilers in our global supply chain grown at stocking densities of 31 kg/m^2 or less. Of the broilers that directly supply our primary processing operations, 76% were grown at stocking densities of 31 kg/m^2 or less.
Slower Growing Breeds	0%	Proportion of broilers in our global supply chain utilizing slower growing chicken breeds.