



# GRI Index

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>ORGANIZATIONAL PROFILE</b>		
GRI 102-1	Name of the organization	Maple Leaf Foods Inc. (“Maple Leaf Foods” or “MLF” or “the Company”)
GRI 102-2	Organization’s activities, brands, products and services	Maple Leaf Foods is a producer of food products under leading brands including Maple Leaf®, Maple Leaf Prime®, Maple Leaf Natural Selections®, Schneiders®, Mina®, Greenfield Natural Meat Co.®, Lightlife™, Field Roast Grain Meat Co.™ and Swift®. The Company’s portfolio includes prepared meats, ready-to-cook and ready-to-serve meals, value-added fresh pork and poultry, and plant-based protein products.
GRI 102-3	Location of the organization’s headquarters	Mississauga, Ontario, Canada
GRI 102-4	Number of countries where the organization operates, and names of countries where the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Maple Leaf Foods has operations across Canada and two plant-based protein processing sites in the United States.
GRI 102-5	Nature of ownership and legal form	Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI.



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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 102-6	Markets served, including geographic locations where products and services are offered and sectors served	The Company distributes products across Canada and exports to global markets, including the U.S. and Asia.
GRI 102-7	Scale of the organization	<p>Maple Leaf Foods is a leading consumer protein company making high-quality, innovative products under many national brands. The Company’s portfolio includes prepared meats, ready-to-cook and ready-to-serve meals, valued-added fresh pork and poultry, and plant-based protein products. The Company employs approximately 12,000 people in Canada and the U.S. and exports to global markets, including the U.S. and Asia. Sales information can be found on page 2 of our <a href="#">2018 Annual Report</a>.</p> <p>Our operations are located in Canada and the U.S. In 2018, we operated two fresh pork facilities; four fresh poultry facilities; one fresh turkey facility; 13 prepared meats facilities; two plant-based protein facilities; three poultry hatcheries; and two distribution centres. In addition, we own (or lease) approximately 300 pig barns that supply our fresh and prepared meats facilities. These farming operations are located in Manitoba, Canada, and comprise approximately 40% of our hog supply, with the remaining 60% supported by independent farmers.</p> <p>In 2018, we announced our acquisition of VIAU Foods Inc., a Quebec-based leading supplier of gourmet Italian deli meats in Canada and the U.S., and two processing facilities from Cericola Farms located in Ontario and Quebec.</p>



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<b>GENERAL DISCLOSURES</b>		
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GRI 102-8	Information on employees and other workers	<p>a. Maple Leaf Foods employed approximately 12,000 people as of December 31, 2018.</p> <p>b. There are a total of 11,248 permanent employees and 149 temporary employees.  <b>Regional Breakdown:</b>            Permanent: ON – 4,837, MB – 4,183, AB – 973, SK – 726, WA – 209, QC – 133, MA – 114, IL – 29, BC – 21, Other – 23;            Temporary: ON – 98, MB – 35, SK – 10, QC – 4, AB – 1, NS – 1.</p> <p>c. There are a total of 11,074 full-time employees and 323 part-time employees.  <b>Gender Breakdown:</b>            Full-time: 4,634 females, 6,440 males;            Part-time: 133 females, 190 males.</p> <p>d. A significant portion of the organization’s activities is performed by Maple Leaf Foods workers.</p> <p>e. There are no significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c.</p> <p>f. The data was pulled on January 25, 2019 with an effective date of December 31, 2018. It is based on contract and regular hourly and salary individuals. It excludes our recent acquisitions Cericola (Ontario and Quebec) and VIAU Foods, International, those on salary continuance or LTD, retirees and surviving spouses, third-party contractors and students.</p>
GRI 102-9	Describe the organization’s supply chain	See <a href="#">Maple Leaf Foods’ value chain</a> .



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GRI 102-10	Significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain	<p>In 2018, we closed our Thamesford, Ontario, and Saint-Anselme, Quebec, facilities. The organization also announced its plan to build a world-class poultry facility, the single largest investment in the history of the Canadian food industry, in London, Ontario. Once the new facility is operational, the organization will gradually transfer production from current poultry processing plants in St. Marys, Toronto, and Brampton; these plants are scheduled to start closure by late 2021 and complete closure by mid/late 2022.</p> <p>In addition, in fall 2018, Maple Leaf Foods announced its acquisition of VIAU Foods, a Quebec-based leading supplier of gourmet Italian deli meats in Canada and the U.S., and two processing facilities from Cericola Farms located in Ontario and Quebec.</p>
GRI 102-11	Whether and how the precautionary approach or principle is addressed by the organization	See <a href="#">Financial Instruments and Risk Management Activities</a> (2018 Annual Report, page 7).
GRI 102-12	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	See <a href="#">Collaboration</a> .
GRI 102-13	Memberships of associations and national or international advocacy organizations	<p>See <a href="#">Leadership and collaboration</a>.</p> <p>See <a href="#">Collaboration</a>.</p>
GRI 102-14	Statement from the most senior decision-maker of the organization	See <a href="#">A message from our CEO, Michael McCain</a> in this report.



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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 102-16</b>	Organization's values, principles, standards and norms of behaviour	See <a href="#">Maple Leaf Foods Leadership Values</a> . See <a href="#">Our Sustainable Meat Principles</a> .
<b>GRI 102-17</b>	<ul style="list-style-type: none"> <li>i. Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity</li> <li>ii. Procedures for reporting concerns about unethical or unlawful behaviour</li> </ul>	<ul style="list-style-type: none"> <li>i. See <a href="#">Maple Leaf Foods – Code of Business Conduct</a>.</li> <li>ii. We utilize an Ethics line which is reviewed weekly by our Internal Audit group and reported to our Senior Leadership Team. See <a href="#">Maple Leaf Foods – Code of Business Conduct</a>.</li> </ul>
<b>GRI 102-18</b>	Governance structure	See <a href="#">Governance</a> ; see <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).
<b>GRI 102-19</b>	Process for delegating authority for economic, social and environmental topics	See <a href="#">Governance</a> ; see <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).
<b>GRI 102-20</b>	Executive-level positions responsible for economic, social and environmental topics	Our Chief Food Safety and Sustainability Officer reports directly to our CEO and the Safety and Sustainability Committee of our Board – Maple Leaf Foods' highest governance body for sustainability; see <a href="#">Governance</a> .
<b>GRI 102-21</b>	Process for consultation between stakeholders and highest governance body on economic, social and environmental topics	See <a href="#">Governance</a> .
<b>GRI 102-22</b>	Composition of the highest governance body	See <a href="#">Governance</a> ; see <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).



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GRI 102-23	Indicate whether the Chair of the highest governance body is also an executive officer	See <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).
GRI 102-24	Nomination and selection process for the highest governance body and its committees	See <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).
GRI 102-25	Process for the highest governance body to ensure conflicts of interest are avoided and managed	See <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).
GRI 102-26	Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals	See <a href="#">Governance</a> ; see <a href="#">Corporate Governance</a> (2018 Annual Report, page ix).
GRI 102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, social and environmental topics	We report progress and performance of our sustainability initiatives to our Senior Leadership Team monthly, and to the Safety and Sustainability Committee of the Board on a regular basis. Information on specific sustainability topics is provided as requested by our Board Committee on an ongoing basis; see <a href="#">Governance</a> .
GRI 102-31	Frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	We report quarterly to the Safety and Sustainability Committee of the Board; see <a href="#">Governance</a> .



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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>STAKEHOLDER ENGAGEMENT</b>		
GRI 102-40	List of stakeholder groups	Maple Leaf Foods' stakeholders include our employees, consumers, customers, shareholders, investors, suppliers, government, and non-governmental and non-profit organizations; see <a href="#">Materiality</a> and <a href="#">Collaboration</a> .
GRI 102-41	Percentage of total employees covered by collective bargaining agreements	As at December 31, 2018, we have approximately 7,000 employees covered by 17 collective agreements in Canada, which represents approximately 67% of our workforce.
GRI 102-42	Basis for identifying and selecting stakeholders	Maple Leaf Foods is in constant contact with many stakeholders across our value chain. We formally engage on sustainability with our employees, customers, suppliers, non-governmental organizations and our end consumers on an annual basis.
GRI 102-43	Approach to stakeholder engagement	See <a href="#">Materiality</a> and <a href="#">Collaboration</a> .
GRI 102-44	Topics raised through stakeholder engagement and response	See <a href="#">Materiality</a> .
<b>REPORTING PRACTICE</b>		
GRI 102-45	Entities included in the organization's consolidated financial statements	See <a href="#">Management's Discussion and Analysis</a> (2018 Annual Report, page 1). Maple Leaf Foods Inc. is the entity covered by this report.
GRI 102-46	Defining report content and topic Boundaries a. An explanation of the process for defining the report content and the topic Boundaries b. An explanation of how the organization has implemented the Reporting Principles for defining report content	See <a href="#">Materiality</a> .



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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 102-47	List of material topics a. A list of the material topics identified in the process for defining report content	See <a href="#">Materiality</a> .
GRI 102-48	Effect of any restatement of information in previous reports	In 2018, with the addition of our new Field Roast facility, we have restated our footprint intensity performance back to our baseline year (2014). See <a href="#">Our BIG, BOLD goals!</a>
GRI 102-49	Significant changes from previous reporting in scope of priorities	No significant changes in 2018.
GRI 102-50	Reporting period	January 1, 2018 to December 31, 2018.
GRI 102-51	Date of most recent report	See <a href="#">2017 Sustainability Summary Report</a> (released in 2018).
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact	Tim Faveri, VP, Sustainability & Shared Value
GRI 102-54	In accordance option	Core
GRI 102-56	External assurance policy	External assurance was not provided in 2018. Maple Leaf Foods does not currently have a policy that requires external assurance for its annual sustainability reporting.





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TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>CATEGORY: ECONOMIC</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the economic aspects we have responded to below, and covers our materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>For nearly a decade, Maple Leaf Foods has focused on remaking the Company’s prepared meats manufacturing and distribution network and singularly refocusing the organization on protein. The goal of this transformation was to make Maple Leaf Foods a significantly leaner and more profitable company. The Company has executed against the Plan by reducing product complexity, closing less efficient manufacturing and distribution operations, and consolidating production and distribution into a smaller number of efficient scale facilities. The Plan has included the construction of a new 400,000 square foot prepared meats processing facility, the consolidation of 17 distribution centres into 2, the closure of 8 legacy manufacturing plants, and the expansion of 3 others. See <a href="#">Completion of Value Creation Plan</a> (2016 Annual Report, page 2). The benefits of this strategy have been significant. The Company’s market leading prepared meats brands now leverage a cost-competitive manufacturing network which, coupled with growth initiatives across the business, has strengthened the organization’s financial performance. The Company will continue to identify opportunities to increase its efficiency, to support market growth and build brand leadership. As part of this strategy, Maple Leaf Foods has announced its plan to build a world-class, value-added fresh poultry processing facility in London, Ontario, by 2021.</p> <p>In 2018, the Company completed an initiative to renovate our prepared meats portfolio designed to invigorate brand and category growth and aimed to improve the taste, nutrition value, affordability and sustainability of our products. We are also expanding our presence in the United States with sustainable protein as a core growth platform. This rapidly growing category represents an exciting growth platform for Maple Leaf Foods, and positions the Company for balanced growth in a changing market environment.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	



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<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: ECONOMIC PERFORMANCE</b>		
GRI 201-1	Direct economic value generated and distributed	See <a href="#">Consolidated Balance Sheets and Consolidated Statements of Net Earnings</a> (2018 Annual Report, pages 35–36).
GRI 201-2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	The magnitude of the potential financial impact of climate change has been assessed as financially immaterial at this time. Nonetheless, the Company does believe climate change is a societal risk in the long term. Maple Leaf Foods has adopted a sustainability strategy as detailed throughout our sustainability report. The Company views this strategy as a competitive advantage which will allow us to form a deeper connection with our consumers and customers who are increasingly focused on sustainability issues related to food production.
GRI 201-3	Coverage of the organization’s defined benefit plan obligations	See <a href="#">Employee Benefit Plans</a> (2018 Annual Report, page 11).
GRI 201-4	Financial assistance received from government	Maple Leaf Foods received the following funding in 2018: \$1.5 million from AgriStability for Maple Leaf Agri-Farms (MLAF); \$20,000 from the Manitoba Farm Environment Program; \$54,000 from the Manitoba Agricultural Research and Development Initiative (ARDI); and \$480,000 from provincial governments for energy saving projects and co-op students’ work term.
<b>MATERIAL ASPECT: MARKET PRESENCE</b>		
GRI 202-1	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation	The hourly rate for unionized employees is based on the collective agreement and in all cases is at or above the minimum wage rate. For non-union plants, an assessment/market survey is completed prior to establishing rates to ensure we are competitive within the specific market (including our unionized facilities).



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<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 202-2	Proportion of senior management hired from the local community at significant locations of operation	100% of our senior management was hired from the local community. “Senior management” is defined as any employee who reports to a member of our Senior Leadership Team. The vast majority of the Company’s senior management reside in Canada and the U.S. and are either Canadian and/or U.S. citizens. “Significant operations” and “local” include the regions, cities, towns and communities where the Company operates primary and secondary processing facilities, hog production facilities and poultry growing facilities, in Canada and the U.S.
<b>MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS</b>		
GRI 203-1	Development and impact of infrastructure investments and services supported	Capital expenditures for 2018 were \$179.9 million. See <a href="#">Capital Expenditures</a> (2018 Annual Report, page 6). A portion of this investment is related to enhancement projects in plant protein, and sustainability projects that support the Company’s animal welfare and environmental strategies.
<b>MATERIAL ASPECT: PROCUREMENT PRACTICES</b>		
GRI 204-1	<p>Proportion of spending on local suppliers at significant locations of operation</p> <p>Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally)</p> <p>Report the organization’s geographical definition of “local”</p> <p>Report the definition used for “significant locations of operation”</p>	<p>Maple Leaf Foods is one of Canada’s largest food companies. We support farmers and producers by purchasing the majority of our raw materials and ingredients from local sources. We generate significant regional economic benefits through our network of production, manufacturing and distribution facilities.</p> <p>Maple Leaf Foods defines “local” as the region, city, town or community in which Maple Leaf Foods operates, extending to neighbouring cities or regions that border the city of operation. Significant operations include the regions, cities, towns and communities where the Company operates primary and secondary processing facilities, hog production facilities and poultry growing facilities.</p>



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<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	100% of our suppliers are compliant with the Company's current sourcing policy.
FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	We are in the process of developing a formal responsible sourcing policy.
<b>MATERIAL ASPECT: ANTI-CORRUPTION</b>		
GRI 205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	100% of Maple Leaf Foods operations are governed by Maple Leaf Foods' Code of Business Conduct, which outlines proper internal financial reporting responsibilities and obligations required by individuals in the Company. Employees must sign off on the code of conduct annually.
GRI 205-2	Communication and training on anti-corruption policies and procedures	Maple Leaf Foods' Code of Business Conduct is presented to all employees annually. All Maple Leaf Foods employees must sign off on the code each year. In addition, employees with financial management and reporting obligations receive specific training regularly and must follow reporting guidelines highlighted by the Company.
GRI 205-3	Confirmed incidents of corruption and actions taken	There were four previous incidents of theft and fraud that were resolved in 2018. Two incidents of fraud occurred in 2018 and were resolved.



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TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>CATEGORY: ENVIRONMENTAL</b>		
Disclosure of Management Approach		<p>The following disclosure of management approach applies to all the environmental aspects we have responded to below, and covers our Materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods is committed to maintaining high standards of environmental responsibility and positive relationships in the communities where we operate. We operate within the framework of an environmental policy entitled “Our Environmental Sustainability Commitment” that has been approved by the Board of Directors’ Safety and Sustainability Committee and guides our day-to-day practices. The Company’s environmental program is monitored on a regular basis by the Committee, including compliance with regulatory requirements and the use of internal environmental specialists and independent, external environmental experts. The Company continues to invest in environmental infrastructure related to water, waste and air emissions to ensure that environmental standards continue to be met or exceeded, while implementing procedures to reduce the impact of operations on the environment.</p> <p>Maple Leaf Foods is a vertically 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 will seek to advance continuous improvements across our supply chain. Our responsibility for environmental sustainability goes well beyond our own operations; we must also advocate and share knowledge that elevates practices and regulations across the industry. We will actively engage with consumers, customers, non-governmental organizations and other stakeholders, so that change can be based on sound data and science, and what society expects of us.</p> <p>As Maple Leaf Foods is a large food company, there are health, environmental and social issues that go beyond short-term profitability that management believes must shape its business if the Company is to realize a sustainable future. Increasingly, sound environmental sustainability practices are becoming a key component of maintaining a competitive advantage. In 2015, the Company announced a long-term goal to reduce its environmental footprint by 50% by 2025 in three key areas: climate change, water usage and waste reduction. We have identified environment as a key risk related to the business of Maple Leaf Foods (see <a href="#">2018 Annual Report, page 16</a>). Maple Leaf Foods has a utility management system which tracks energy and water consumption across all of our facilities. Each processing facility has consumption reduction targets that are aligned toward achieving the Company’s goals. This data is verified by internal audits which are conducted on an annual basis.</p> <p>Maple Leaf Foods is pursuing a comprehensive strategy and actions across the four sustainability pillars that encompass all facets of our business. Building leadership in sustainability is a competitive advantage for the Company, as the market increasingly seeks suppliers that produce protein with the highest standards of nutrition, animal care, social engagement and environmental sustainability (see <a href="#">2018 Annual Report, page 2</a>).</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>



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<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: ENERGY</b>		
GRI 302-1	Energy consumption within the organization	Electricity (MWh): 337,873 Natural gas (m <sup>3</sup> ): 58,812,659 See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 302-2	Energy consumption outside of the organization	We are developing our Scope 3 consumption baseline.
GRI 302-3	Energy intensity	Electricity (MWh/1,000 kg of production): 0.54 Natural gas (m <sup>3</sup> /1,000 kg of production): 94.77 See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 302-4	Reduction of energy consumption	Electricity (MWh): Our electricity consumption decreased by 13,469 MWh. Natural gas (m <sup>3</sup> ): Our natural gas consumption increased by 2,282,459 m <sup>3</sup> . See <a href="#">Environmental Footprint Performance Summary</a> .
<b>MATERIAL ASPECT: WATER</b>		
GRI 303-1	Total water withdrawal by source	8,468,727 m <sup>3</sup> of water were withdrawn in 2018. All but one of our facilities utilize water from municipal sources. Due to metering limitations, we are not able to measure or report water use from many farm properties that utilize local wells as their source. See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 303-2	Water sources significantly affected by withdrawal of water	No water sources were significantly affected by Maple Leaf Foods' withdrawal of water.



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<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: BIODIVERSITY</b>		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Not reported at this time. Maple Leaf Foods' operations comprise a mixture of urban and rural locations. To date, we have not screened our sites from a high biodiversity value perspective.
GRI 304-2	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Not reported at this time. Maple Leaf Foods' operations comprise a mixture of urban and rural locations. To date, we have not screened our sites from a high biodiversity value perspective.
GRI 304-3	Habitats protected or restored	At our future London poultry site, the construction of a barn swallow habitat was completed based on recommendations from a habitat study before the purchase of the land. We are currently monitoring environmental effects during construction by a third party. We have no other ongoing restoration projects.
GRI 304-4	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Not applicable to Maple Leaf Foods.
<b>MATERIAL ASPECT: EMISSIONS</b>		
GRI 305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Stationary sources: 111,948 CO <sub>2</sub> e (tonnes) Transportation sources: 8,988 CO <sub>2</sub> e (tonnes) See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	30,537 CO <sub>2</sub> e (tonnes) See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Employee air travel, heavy truck and rail freight: 89,121 CO <sub>2</sub> e (tonnes) See <a href="#">Environmental Footprint Performance Summary</a> .



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<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 305-4	Greenhouse gas (GHG) emissions intensity	0.24 CO <sub>2</sub> e (tonnes/1,000 kg of production) See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 305-5	Reduction of greenhouse gas (GHG) emissions	Our GHG emissions increased by 2,184 CO <sub>2</sub> e (tonnes). See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Not reported at this time. We are developing our ODS inventory.
GRI 305-7	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions	We are in compliance with applicable regulatory and reporting requirements.
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>		
GRI 306-2	Total weight of waste by type and disposal method a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse; ii. Recycling; iii. Composting; iv. Recovery, including energy recovery; v. Incineration (mass burn); vi. Deep well injection; vii. Landfill; viii. On-site storage; ix. Other (to be specified by the organization) b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse; ii. Recycling; iii. Composting; iv. Recovery, including energy recovery; v. Incineration (mass burn); vi. Deep well injection; vii. Landfill; viii. On-site storage; ix. Other (to be specified by the organization)	See <a href="#">Reducing waste</a> .  Our approximate 2018 solid waste disposal (tonnes): Organics: 7,971 (53%) Plastics: 1,985 (13%) Paper fibres: 1,871 (12%) Non-recyclables: 2,985 (20%) Metals, glass, other: 334 (2%)  We conduct third-party solid waste audits at our facilities to calculate our waste diversion rate. In 2018, our company waste diversion rate was 90.8%.
GRI 306-3	Total number and volume of significant spills	There were no significant spills in 2018.





**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 306-4	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention (2) Annex I, II, III and VIII, and percentage of transported waste shipped internationally	Not applicable to Maple Leaf Foods.
GRI 306-5	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	There are no significant bodies of water or related habitats affected by Maple Leaf Foods' discharge of water and runoff.
<b>MATERIAL ASPECT: ENVIRONMENTAL COMPLIANCE</b>		
GRI 307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	There were no significant fines or non-monetary sanctions in 2018.
<b>MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
GRI 308-1	New suppliers that were screened using environmental criteria	We are in the process of developing a formal sustainable sourcing policy.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	We are in the process of developing a formal sustainable sourcing policy.



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>SOCIAL: LABOUR PRACTICES AND DECENT WORK</b>		
<p><b>Disclosure of Management Approach</b></p>		<p>The following disclosure of management approach applies to all the labour practices and decent work aspects we have responded to below, and covers our Materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods values a strong workplace culture that keeps people safe, rewards excellence and empowers everyone to learn and contribute their best. We strive to be leading edge in how we engage, develop and provide a safe working environment where differences are valued in a culture of openness and inclusion for our people. We are implementing a multi-year diversity and inclusion strategy, including a goal to have 50% gender equality at the manager level and above by 2022.</p> <p>An Occupational Health and Safety (OHS) management system has been implemented across all our sites based on Maple Leaf Foods’ Health, Safety, Security and Environment (HSSE) program, the Occupational Health and Safety Policy, and various standards put forth by corporate HSSE. The OHS management system has also been implemented to ensure compliance with local OHS acts and regulations. HSSE designates who are employed by Maple Leaf Foods are responsible for OHS program management at the sites. Continual improvement of the management system is achieved by each site’s Safety and Health Accident Reduction Plan (SHARP), which is the site’s annual OHS plan which includes a SWOT (strengths, weaknesses, opportunities, threat) analysis to help develop safety action plans for the next fiscal year. OHS responsibilities for implementing the OHS management system are in place for management, contractors and visitors.</p> <p>We have an established governance structure to embed Occupational Health and Safety and Operational Risk Management across the Company, which includes regular direct reporting to the Safety and Sustainability Committee of the Board of Directors. Our Vice-President, Health, Safety, Security and Environment, is supported by a Senior OHS Leadership Team who provide leadership across Maple Leaf Foods. This team is supported by an OHS designate at each work-site and representatives from the Joint OHS Committees who represent all the Company’s employees. These formal joint management–employee committees monitor and advise on OHS programs, identify potential hazards and recommend controls. Ongoing skills development and training are essential to continuing to reinforce the importance of workplace safety and procedures to keep people safe. Our supervisors receive training related to recognizing, assessing and controlling hazards, roles and responsibilities of supervisors, forklift safety, chemical safety and other related topics.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: EMPLOYMENT</b>		
<b>GRI 401-1</b>	Total number and rates of new employee hires and employee turnover by age group, gender and region	<p>We had 2,942 new employees (salary and hourly) in 2018. Female: 32%; Male: 68% Under 30: 39%; 30-50: 48%; 50+: 13%</p> <p>We had 3,190 employees leave in 2018. Female: 32%; Male: 68% Under 30: 30%; 30-50: 47%; 50+: 23%</p>
<b>GRI 401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	All employees have access to Health & Dental and Employee Assistance benefits if they are working at least 60% of a work week. Full-time and part-time employees have access to Basic Life Insurance and Optional Life Insurance. Depending on the length of their contract, some temporary employees may qualify for Basic Life Insurance.
<b>GRI 401-3</b>	Return to work and retention rates after parental leave, by gender	<p>The return-to-work rate post parental leave is 73% for females based on a total of 139 women who took a leave in 2017, and 90% for males based on a total of 93 men who took a leave in 2017.</p> <p>The retention rate post parental leave is 85% for females based on a total of 137 women who returned to work in 2017, and 83% for males based on a total of 98 men who returned to work in 2017.</p>
<b>MATERIAL ASPECT: LABOUR/MANAGEMENT RELATIONS</b>		
<b>GRI 402-1</b>	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Notice periods can range from 24 hours to 90 days depending on the severity and type of change and depending on the Collective Bargaining Agreement.
<b>FP3</b>	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country	There was zero lost time in 2018 related to these factors.



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>		
<b>GRI 403-1</b>	<ul style="list-style-type: none"> <li>a. A statement of whether an occupational health and safety management system has been implemented</li> <li>b. A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities or workplaces are not covered</li> </ul>	<ul style="list-style-type: none"> <li>a. An Occupational Health and Safety (OHS) management system has been implemented across all our sites. See disclosure of management approach for Social: Labour Practices and Decent Work.</li> <li>b. All workers (part-time and full-time) at Maple Leaf Foods are covered by the OHS management system. In addition, the OHS system is implemented with third-party contractors. If contractors are responsible for a project at any Maple Leaf Foods site, in addition to having their own OHS program, they will need to comply with Maple Leaf Foods' safety rules. Contractors and subcontractors are monitored while performing work at a Maple Leaf Foods site. If a visitor is on site for a tour, then that person must be escorted at all times.</li> </ul>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-2</b>	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals</p>	<p>a. Work-related hazards are identified by daily and random inspections conducted by workers and supervisors/managers and monthly Joint OHS Committee inspections. Preventative maintenance programs, hazard reporting programs, incident investigations (including weekly reviews with supervisors, managers and/or Joint OHS Committees), task observations, job safety analyses, new equipment assessments, and physical demands descriptions are other processes that assess risks. These processes help to ensure that hazards are being identified before an incident occurs. The monthly Joint OHS Committee inspections help ensure that reported hazards have been addressed or if they are not resolved, then the status of these action items is determined. A review of the reported hazards is evaluated based on the number of reported items and closed items to measure the impact of these to key performance indicators.</p> <p>Maple Leaf Foods ensures the quality of these processes and the competency of persons who carry them out by providing training on incident investigation, hazard identification, risk assessment, and other Maple Leaf Foods standards and standard operating procedures. The Alchemy hazard identification course is also used to train employees.</p> <p>b. Hazard report forms are readily available for workers to report work-related hazards. Workers also provide verbal reports of hazards. When a worker identifies a concern to the supervisor, it is addressed and the worker signs off that the concern has been addressed appropriately. Recommendations are recorded and work orders are prepared and completed. Workers are encouraged to report hazards without any reprisals. Workers are protected by Maple Leaf Foods' values, human resources policies, collective bargaining agreements and union processes, and existing legislation.</p>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-2</b>	<p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system</p>	<p>c. All workers are trained about the requirement to report hazards and concerns to their immediate supervisor and that they can refuse to perform unsafe work. If a worker refuses to perform a task that is potentially unsafe, then there is a regulated procedure that must be followed. An immediate investigation of the risk/hazard is conducted by the supervisor, Joint OHS Committee, HSSE designate, and any other relevant parties. If the risk/hazard cannot be mitigated right away or there is no temporary solution, this will trigger a report to the provincial Ministry of Labour for an inspector to visit and investigate for a solution until the issue is resolved.</p> <p>d. Maple Leaf Foods has an incident investigation standard that all sites must adhere to within 24 hours in the investigation of all incidents. Workers report incidents to their direct or immediate supervisor. The worker involved, supervisor and site safety representative participate in the investigation. A report is completed. The expectation is that the plant manager signs off on the incident investigation report.</p>
<b>GRI 403-3</b>	<p>A description of the occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them</p>	<p>Maple Leaf Foods sites are equipped with first aid equipment and first aid rooms in compliance with local regulations. Trained first aiders attend to the immediate first aid needs of workers. If a worker requires medical assessment, transportation is arranged to the health clinic.</p>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-4</b>	<p>a. A description of the processes for worker participation and consultation in the development, implementation and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers</p> <p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees</p>	<p>a. Joint OHS Committees, monthly safety talks/training, daily meetings, safety communication boards, annual OHS activities (e.g., North American Occupational Safety and Health week, wellness clinics), safety captains (at some sites), and OHS feedback forms are part of the process for worker participation and consultation in the implementation and evaluation of the OHS management system. An annual exercise is conducted to identify the strengths, weaknesses, opportunities and threats (SWOT) of a site’s OHS program. An annual action plan is then developed and communicated to the site by town hall meetings, department meetings and/or HSSE management board. Other than the Joint OHS Committees, workers can also participate in the site’s OHS activities (e.g., safeguarding projects, ergonomics, informal site tours). There are also signage, posters and information posted on the HSSE management and communication bulletin board.</p> <p>b. Joint OHS Committees have terms of reference in place that outline the roles and responsibilities of this committee. The Joint OHS Committees are provincially regulated to have both hourly and management representation. Meetings and inspections are conducted at least monthly. Follow-up is conducted throughout the month as required. Committee members must maintain confidentiality with respect to all information received in the course of their duties. The Committees will make recommendations to minimize or eliminate all hazards identified through inspections and review of health and safety information. It is recommended that the Committees identify alternative measures for any hazard identified; this will assist management in implementing appropriate corrective actions. The Joint OHS Committees act in a consultative role. Management will review written recommendations of each Committee and will respond back to the Committee, in writing, within the specified time frame in accordance with local OHS legislation. The Joint OHS Committees investigate unsafe work refusals. It is expected that the affected worker and his/her direct supervisor will resolve all unsafe work refusals. To avoid unnecessary conflict, the committee co-chairs investigate unsafe work refusals when the supervisor and worker are unable to resolve the issue. Each Committee will also select alternative members to be contacted in the event that one or both co-chairs are not available. The Joint OHS Committees investigate incidents with supervisors. The Joint OHS Committees will make every effort to ensure that the plant complies with all federal and provincial health and safety legislation.</p>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-5</b>	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations	There is safety orientation for new workers on Maple Leaf Foods' standards and sites' standard operating procedures, as well as training on safety rules, safe work procedures, emergency response procedures, task observations, and specific training (e.g., powered material handling equipment, lock-out and tag out, hot work, confined space, Workplace Hazardous Materials Information System, safe work permit system, hazard identification, substance use policy, illness and incident reporting, incident investigation, workplace harassment and discrimination, lift truck awareness, fire prevention and protection, slips/trips/falls, waste management, hand safety, knife safety, personal protective equipment, legal requirements, workplace inspection techniques, etc.).
<b>GRI 403-6</b>	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and health care services, and the scope of access provided</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs</p>	<p>a. Site HSSE designates manage and provide information through wellness activities and communications regarding available health services in the area (e.g., doctors accepting new patients, etc.). All employees have access to the Employee and Family Assistance Program (EFAP). Insurance coverage of health care benefits is available (e.g., physiotherapy, short-term disability, etc.). The medical insurance and EFAP is being implemented by the human resource team.</p> <p>b. Wellness clinics include engaging outside health services to visit the site and promote programs to workers in cafeterias. Maple Leaf Foods workers can receive gym membership discounts to a specific gym organization. All employees have access to the Employee and Family Assistance Program (EFAP). Insurance coverage of health care benefits is available (e.g., physiotherapy, short-term disability, etc.). The medical insurance and EFAP are being implemented by the human resource team.</p>





**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-7</b>	<p>a. A description of the organization’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks</p>	<p>Maple Leaf Foods has a mature-level approach to OHS; everyone (including plant managers and the most senior person within the organization) has an OHS role to fulfill. This is an organization-wide approach to the OHS management system. Maple Leaf Foods’ site teams work together to ensure that any new equipment brought onto the property has been reviewed by all applicable functional areas. Designs, equipment, layout, etc., are all reviewed prior to purchase. Prior to equipment arriving on site, pre-start health and safety reviews are conducted. Teams review equipment manuals, contractors are orientated, and construction plans are developed. After implementation of new equipment, functional managers conduct a walk-through assessment of the equipment prior to production running product.</p>
<b>GRI 403-8</b>	<p>a. The number and percentage of all employees, and workers who are not employees but whose work and/or workplace is controlled by the organization, who are i. covered by occupational health and safety management system; ii. internally audited; or iii. certified by an external party</p> <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	<p>a. Maple Leaf Foods has implemented an OHS management system based on legal requirements.</p> <ul style="list-style-type: none"> <li>i. 100% of all Maple Leaf Foods employees and workers whose work and/or workplace is controlled by the organization (approximately 12,000 people) are covered by Maple Leaf Foods’ OHS management system.</li> <li>ii. 100% of sites with employees and workers whose work and/or workplace is controlled by the organization (approximately 12,000 people) have undergone internal OHS performance audits conducted by the regional HSSE managers over the years.</li> <li>iii. In 2018, a third-party auditing firm conducted an external audit of the OHS management system at all plants. Maple Leaf Foods sites are not certified to an accredited safety standard.</li> </ul> <p>b. No workers have been excluded from this disclosure.</p> <p>c. Maple Leaf Foods maintains a complete database of all incidents investigated at Maple Leaf Foods sites since 2010. Any data relevant to those incidents is accessible in order to determine whether the OHS management system is effective. Maple Leaf Foods plants’ internal and external OHS performance-based audit reports are filed at the plants and at the corporate level.</p>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 403-9	Work-related injuries	<ul style="list-style-type: none"> <li>a. For all employees:               <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury: 0</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 4</li> <li>iii. The number and rate of recordable work-related injuries: 69</li> <li>iv. The main types of work-related injury: lacerations</li> <li>v. The number of hours worked: 21,000,000 (approximate)</li> </ul> </li> <li>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:               <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury: 0</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 0</li> <li>iii. The number and rate of recordable work-related injuries: 10</li> <li>iv. The main types of work-related injury: lacerations and fractures</li> <li>v. The number of hours worked: 686,823 (approximate)</li> </ul> </li> <li>c. The work-related hazards that pose a risk of high-consequence injury, including:               <ul style="list-style-type: none"> <li>i. The 4 high-consequence hazards were determined as a result of an incident.</li> <li>ii. All 4 of these hazards have caused or contributed to high-consequence injuries during the reporting period.</li> <li>iii. Detailed investigations were conducted with corrective actions identified and completed to eliminate these hazards.</li> </ul> </li> </ul>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-9</b>	Work-related injuries	<ul style="list-style-type: none"><li>d. Work-related hazards are eliminated or minimized by conducting a risk assessment and identification of corrective actions to address the hazards and eliminate or mitigate the risks using the hierarchy of controls.</li><li>e. The rates have been calculated based on 200,000 hours worked.</li><li>f. No workers have been excluded from this disclosure.</li><li>g. There is a complete database of all incidents investigated at Maple Leaf Foods sites since 2010. Any data relevant to those incidents is accessible in order to determine whether the OHS management system is effective for data analysis, trending, and corrective action identification and completion. There is also a monthly OHS report (including high-consequence injuries) which is distributed across Maple Leaf Foods.</li></ul>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 403-10	Work-related ill health	<ul style="list-style-type: none"> <li>a. For all employees:               <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health: 0</li> <li>ii. The number of cases of recordable work-related ill health: 4</li> <li>iii. The main types of work-related ill health: strains</li> </ul> </li> <li>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:               <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health: 0</li> <li>ii. The number of cases of recordable work-related ill health: 0</li> <li>iii. The main types of work-related ill health: not applicable</li> </ul> </li> <li>c. The work-related hazards that pose a risk of ill health:               <ul style="list-style-type: none"> <li>i. The 4 work-related hazards that posed a risk of strain injury were determined as a result of an incident.</li> <li>ii. All 4 of these hazards have caused or contributed to a case of ill health during the reporting period.</li> <li>iii. Detailed investigations were conducted with corrective actions identified and completed to eliminate these hazards.</li> </ul> </li> <li>d. No workers have been excluded from this disclosure.</li> <li>e. There is a complete database of all incidents investigated at Maple Leaf Foods sites since 2010. Any data relevant to those incidents is accessible in order to determine whether the OHS management system is effective for data analysis, trending, and corrective action identification and completion. There is also an HSSE event report that is distributed to communicate all recordable incidents for all employees and workers who are not employees but whose work and/or workplace is controlled by the organization.</li> </ul>



**GRI Index** (continued)

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>		
<b>GRI 404-1</b>	Average hours of training per year per employee, by gender and by employee category	<p>Average hours of training for salaried male and female was 9.47 hours.</p> <p>Average hours of training per hourly employee in 2018 was approximately 8.74 hours.</p> <p>Average hours of training per hourly female employee was 4.5 hours; per male employee, 6.1 hours.</p> <p>Note: Gender data is not available for salaried employees.</p>
<b>GRI 404-2</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	We offer hundreds of learning programs both in-class and online (leadership development and functional skills building). In addition, for those employees who were affected by any involuntary termination in 2018, we included outplacement counselling as part of the severance agreement. This offering, at our cost, provides individuals assistance with transitioning to their next opportunity or retirement.
<b>GRI 404-3</b>	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	In 2018, 99% of salaried employees (both genders) received regular performance and career development reviews through our Annual Performance Assessment and Development (PAD) process, of whom 56% were male and 44% were female. Data for hourly employees is not available as hourly individuals are not included in our centralized performance process.



**GRI Index (continued)**

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>		
GRI 405-1	Composition of governance bodies and breakdown of employees per employee category	<p>The Board of Directors is composed of 10 individuals, of whom 70% are male and 30% are female.</p> <p>The Senior Leadership Team (SLT) is 87% male and 13% female. 27% are between 30 and 50; 73% are over 50.</p> <p>The Senior Management Forum (SMF) is 82% male and 18% female. 49% are between 30 and 50; 51% are over 50.</p> <p>The Diversity &amp; Inclusion Council is 56% male and 44% female. 22% are between 30 and 50; 78% are over 50.</p> <p><b>Employee Group Breakdown:</b></p> <p>Hourly: 59% male and 41% female. 13% are under 30; 54% are between 30 and 50; 33% are over 50.</p> <p>Admin/Coordinator/Analyst: 39% male and 61% female. 22% are under 30; 50% are between 30 and 50; 28% are over 50.</p> <p>Supervisor/Sr. Specialist: 69% male and 31% female. 16% are under 30; 57% are between 30 and 50; 27% are over 50.</p> <p>Manager: 58% male and 42% female. 6% are under 30; 61% are between 30 and 50; 33% are over 50.</p> <p>Director: 69% male and 31% female. 1% are under 30; 61% are between 30 and 50; 38% are over 50.</p>



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 405-2	Ratio of basic salary and remuneration of women to men	<p>As of December 31, 2018, for regular salaried Maple Leaf Foods staff, the ratio of basic salary of women to men: Senior Leadership Team: 92.0%; Vice-President: 82.4%; Director: 95.5%; Manager: 94.5%; Professional – Sales: 98.2%; Professional – Non-Sales: 95.1%; Clerical: 101.8%.</p> <p>As at December 31, 2018, for salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men: Senior Leadership Team: 94.4%; Vice-President: 82.8%; Director: 95.2%; Manager: 94.7%; Professional – Sales: 98.1%; Professional – Non-Sales: 93.9%; Clerical: 101.8%.</p> <p>* Data represents all Canadian and U.S. operating locations, excluding Field Roast.</p>

**SOCIAL: HUMAN RIGHTS**

<p><b>Disclosure of Management Approach</b></p>	<p>The following disclosure of management approach applies to all the human rights aspects we have responded to below, and covers our materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods is committed to ensuring that the Company and its employees demonstrate the highest standards of ethics and integrity in all business activities. Our business philosophy is based on the fundamental values of RESPECT and INTEGRITY in all of our business relationships and activities both within and outside the Company. Every employee has the RESPONSIBILITY to fulfill our commitments with the highest of ethical standards. These standards apply both to how Maple Leaf Foods conducts its internal affairs and to how each Maple Leaf Foods business conducts its dealings with customers, suppliers, competitors and the communities in which it operates. The actions of all our employees are framed by our Code of Business Conduct. Each year, every employee reaffirms their adherence to the policy. The Code of Business Conduct outlines conflicts of interest, handling of Company assets, guidelines around accepting gifts and entertainment, integrity of books and records and confidentiality and security of information. These guidelines are developed and reviewed by an Ethics Committee, which is chaired by the Chief Executive Officer. The Senior Vice-President, People, acts as Secretary of the Committee.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>
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**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: NON-DISCRIMINATION</b>		
<b>GRI 406-1</b>	Total number of incidents of discrimination and corrective actions taken	Two alleged incidents of discrimination were reported through our Ethics Hotline. These incidents were investigated and resolved in 2018.
<b>MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
<b>GRI 407-1</b>	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	No violations occurred at Maple Leaf Foods operations. In 2018, we commenced the development of a comprehensive sustainable sourcing policy/supplier code of conduct.
<b>MATERIAL ASPECT: CHILD LABOUR</b>		
<b>GRI 408-1</b>	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Our operations and key suppliers were located in Canada and the U.S. in 2018 and adhere to all Canadian and international child labour laws. In 2018, we commenced the development of a comprehensive sustainable sourcing policy/supplier code of conduct.
<b>MATERIAL ASPECT: FORCED OR COMPULSORY LABOUR</b>		
<b>GRI 409-1</b>	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Our operations and key suppliers were located in Canada in 2018 and adhere to all Canadian and international labour laws. In 2018, we commenced the development of a comprehensive sustainable sourcing policy/supplier code of conduct.





**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: SECURITY PRACTICES</b>		
GRI 410-1	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	All security is expected to follow Maple Leaf Foods' Code of Business Conduct.
<b>MATERIAL ASPECT: RIGHTS OF INDIGENOUS PEOPLES</b>		
GRI 411-1	Total number of incidents of violations involving rights of indigenous peoples and actions taken	There were no incidents of violation involving rights of indigenous peoples at Maple Leaf Foods operations.
<b>MATERIAL ASPECT: HUMAN RIGHTS ASSESSMENT</b>		
GRI 412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Maple Leaf Foods always considers local legislation and human rights when making decisions on its locations of operation.
GRI 412-2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	All new employees of Maple Leaf Foods in Ontario and Manitoba are required to complete the <i>Accessibility for Ontarians with Disabilities Act (AODA)</i> or <i>Accessibility for Manitobans Act (AMA)</i> training, respectively. All salaried employees review and sign our Code of Business Conduct on an annual basis.
GRI 412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable. All our labour contracts/agreements are in Canada and require adherence to all Canadian laws.



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>SOCIAL: SOCIETY</b>		
<p><b>Disclosure of Management Approach</b></p>		<p>The following disclosure of management approach applies to all the society aspects we have responded to below, and covers our Materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods is deeply committed to working with community partners to advance sustainable food security in ways that build skills and capacity. This involves moving beyond emergency outreach and charitable giving to being a leading advocate for change and raising the profile of this critical social problem and its diverse impacts, and supporting innovative interventions that advance sustainable food security. We view community involvement as a cornerstone of our commitment to sustainability, requiring significant focus and resourcing on our part including working with innovative partners to advance food security, and investing in financial and resource support and in gifts-in-kind.</p> <p><b>Maple Leaf Foods’ Community Involvement Principles:</b></p> <ol style="list-style-type: none"> <li>1. We support food-based initiatives that promote dignity and build individual and community capacity to advance food security.</li> <li>2. We support partnerships that advance sustainable solutions to food insecurity.</li> <li>3. We support innovation, learning from what doesn’t work as well as what does.</li> <li>4. We connect our people and their expertise with our partners through skill matching and volunteerism.</li> <li>5. We build partnerships with governments, academia, non-profit organizations and the private sector to advance change and progress.</li> <li>6. We seek to advance collective knowledge and impact and sharing the learnings with others.</li> </ol> <p><b>Our Goals:</b></p> <ul style="list-style-type: none"> <li>• Make a meaningful social impact through advancing sustainable food security.</li> <li>• Deeply engage our people by providing volunteering and giving opportunities.</li> <li>• Establish community involvement as an integral part of our culture, identity and business.</li> </ul> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: LOCAL COMMUNITIES</b>		
<b>GRI 413-1</b>	Percentage of operations with implemented local community engagement, impact assessments and development programs	<p>We view community involvement as a cornerstone of our commitment to sustainability. Maple Leaf Foods has a centralized community involvement program that manages the execution of financial and product donations nationally.</p> <p>In December 2016, Maple Leaf Foods announced a long-term commitment to advance sustainable food security through the launch of the Maple Leaf Centre for Action on Food Security (<a href="http://feedopportunity.com">feedopportunity.com</a>). The Centre has three areas of focus: advocacy, innovation and learning. The Centre and Maple Leaf Foods will support and advocate for important policies that advance sustainable food security. The Centre is committed to working collaboratively across sectors to reduce food insecurity in Canada by 50% by 2030. The Innovation Fund will invest in innovative food security initiatives based on dignity, empowerment and skills building that can potentially be scaled to increase their impact. The Centre will share learnings from its work and support networks, collaboration and research in the food security sector that builds further understanding of the issues and approaches, and enables knowledge transfer.</p>
<b>GRI 413-2</b>	Operations with significant actual or potential negative impacts on local communities	In 2018, we received five noise complaints and one odour complaint from the local communities around our processing facilities. We have followed up and resolved all complaints. Furthermore, Maple Leaf Foods has developed a noise abatement plan and completed an odour project at the facilities where the complaint was received.
<b>MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOUR PRACTICES</b>		
<b>GRI 414-1</b>	Percentage of new suppliers that were screened using labour practices criteria	We are in the process of developing a formal Sustainable Sourcing Policy and Supplier Code of Conduct.
<b>GRI 414-2</b>	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken	We are in the process of developing a formal Sustainable Sourcing Policy and Supplier Code of Conduct.



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: PUBLIC POLICY</b>		
GRI 415-1	Total value of political contributions by country and recipient/beneficiary	Maple Leaf Foods made no political donations in 2018.

**MATERIAL ASPECT: ANIMAL WELFARE**

<p><b>Disclosure of Management Approach</b></p>	<p>The following disclosure of management approach applies to all the animal welfare aspects we have responded to below, and covers our Materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>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 value-added 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. Maple Leaf is 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 will support these through ongoing critical self- and third-party evaluation and continuous improvement in four critical areas: Culture, Accountability, Advancement and Communications. This is documented in our Commitment to Animal Care.</p> <p>Maple Leaf Foods is a vertically 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 will seek to advance continuous improvements across our supply chain. Our responsibility for animal care goes well beyond our own operations; we must also advocate and share knowledge that elevates practices and regulations across the industry. We will 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.</p> <p>The scope of our Commitment to Animal Care covers all Canadian provinces where we currently operate and it covers the species of animals over which we have direct care (pigs, turkeys and chickens). For species of animals that we do not directly control and whose meat/protein we use in our products (broiler chickens, beef cattle, dairy cattle, veal, and laying hens), we influence animal welfare best practices through our active participation in the code development process of the National Farm Animal Care Council (NFACC) and active participation in relevant industry associations. Our commitment is based upon compliance or exceedance of Canadian regulations and accepted industry best practices. There are many examples of industry best practice and innovations that we are piloting that go beyond regulatory requirements, as codes and standards are continuing to evolve or be updated in Canada. We are active in improving and advancing farm animal welfare practices across the industry, and reducing and/or avoiding systems and processes including, but not limited to: close confinement and intensive systems; farm animals subject to genetic engineering or cloning and/or their progeny or descendants; hormones for growth promotion for pork and poultry; antibiotics for growth promotion and prophylactic use; routine surgical procedures; meat from animals that have not been subject to pre-slaughter stunning; and long-distance live transportation.</p>
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**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>Disclosure of Management Approach</b>	<p>We require all Maple Leaf Foods farms and operations, and our contracted producers, to meet or exceed the most current requirements under the Canadian Quality Assurance® (CQA®) Animal Care Assessment™ (ACA™) and the NFACC. We support research that enhances our understanding and advances animal welfare, and advocate for regulatory reforms that raise and enforce standards across the industry.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
<b>FP9</b>	Percentage and total of animals raised and/or processed, by species and breed type	In 2018, we operated approximately 300 pig barns that supply approximately 40% of our raw material requirements. We source 100% of our chicken and turkey supply from independent Canadian growers; and Maple Leaf Foods operates three hatcheries that supply our contracted chicken growers.
<b>FP10</b>	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	See <a href="#">Commitment to Animal Care</a> .
<b>FP11</b>	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	<p>Pork: 100% of our market hogs are raised in open housing. In 2018, approximately 67% of sows under our direct control had transitioned to advanced open sow housing.</p> <p>Chicken: 100% of our chickens are in open (free-run) housing.</p>
<b>FP12</b>	Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments, by species and breed type	Maple Leaf Foods is committed to minimizing or eliminating the use of antibiotics wherever possible, while maintaining high standards of animal care. Should any animal, herd or flock that is in our Raised Without Antibiotics (RWA) program become sick, all treatment options are considered in consultation with a veterinarian, including administering an antibiotic. If an antibiotic is administered, the treated animal, herd or flock is removed from the program. We are actively implementing operating protocols that reduce higher mortality rates in animals raised without antibiotics, which is one of our animal care priorities. See <a href="#">Commitment to Animal Care</a> .



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
FP13	Total number of incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling and slaughter practices for live terrestrial and aquatic animals	In 2018, Maple Leaf Foods had 10 corrective action requests (CARs) related to transportation, handling and slaughter practices for live terrestrial animals (poultry). All CARs 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 2018 were resolved and closed.
<b>SOCIAL: PRODUCT RESPONSIBILITY</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the product responsibility aspects we have responded to below, and covers our Materiality and Boundary identified in our 2018 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods strives to contribute to the creation of a sustainable protein industry, and ensure everyone has access to safe, healthy and nutritious food. 100% of Maple Leaf Foods' fresh and prepared meats operations follow rigorous food safety protocols throughout the product life cycle including ingredient and raw material sourcing, processing, packing and transportation. Our food safety protocols are governed by our Safety Promise, the Company's food safety commitment signed by the President and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. We have identified food safety and consumer health as key risks related to the business of Maple Leaf Foods (see <a href="#">2018 Annual Report, page 17</a>).</p> <p>Our goal is to always provide consumers safe, great tasting food produced in a safe work environment, and to achieve this goal we have established a number of food safety commitments: we commit to becoming a global leader in food safety and providing the focus and resources needed to achieve this goal; we commit to establishing a culture of food safety with high-performance teams, where people are encouraged and expected to act on any concerns they may have; we commit to measuring our food safety performance, with testing and benchmarking against globally recognized standards; we commit to continuously seek better ways to make food safe; we commit to openly sharing our knowledge with government, industry and consumers so we can learn from them and they can learn from us; we commit to transparency and candour in pursuit of better performance and public confidence; and we commit to behaving in the most responsible and transparent way possible, placing the safety of our people and our consumers first if there is ever a breach.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (40+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY</b>		
<b>GRI 416-1</b>	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	<p>100% of Maple Leaf Foods' products across fresh and prepared meats follow rigorous food safety protocols throughout their product life cycle including ingredient and raw material sourcing, processing, packing and transportation.</p> <p>Our food safety protocols are governed by Maple Leaf Foods' Safety Promise, the Company's food safety commitment signed by the President and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. For detailed information, see our <a href="#">Better Food</a> section. Maple Leaf Foods follows the British Retail Consortium (BRC) Global Standard for Food Safety in 100% of its manufacturing facilities, which is internationally recognized by the Global Food Safety Initiative (GFSI).</p>
<b>FP5</b>	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	100% of Maple Leaf Foods' production is produced in facilities that are audited against the BRC Global Standard for Food Safety, which is internationally recognized by the GFSI.
<b>FP6</b>	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans-fats, sodium and added sugars	Not fully reported at this time. In 2018, we reformulated our products under our Maple Leaf brand to include only premium meat and real, simple or natural ingredients. In addition to removing artificial preservatives, flavours, colours and sweeteners from our products, we use only pronounceable ingredients that consumers trust and can find in their pantry.
<b>FP7</b>	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fibre, vitamins, minerals, phytochemicals or functional food additives	Not reported at this time.



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>Maple Leaf Foods reports on all product recalls, de-listings and other incidents that regulatory food safety and health agencies report to consumers. These agencies include the Canadian Food Inspection Agency, the United States Department of Agriculture (Food Safety and Inspection Service) and international food safety and health agencies of the countries where we sell products.</p> <p>In 2018, Maple Leaf Foods had forty-six (46) warnings, two (2) food safety-related product recalls and one (1) quality-related product withdrawal. Of the 46 warnings issued by CFIA to MLF facilities, the top three reasons were Sanitation (10), Poultry Slaughter Operations (8) and Building Fabric (6). 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 2018 were resolved and closed.</p> <p>In 2018, Maple Leaf Foods voluntarily initiated two food safety recalls after a consumer reported an allergic reaction to milk after consuming a Schneiders wiener product (milk not declared on package). There was never a confirmation of cause for the consumer’s reaction; however, during the internally driven Maple Leaf Foods investigation, the root cause was determined to be cross-contamination in the facility of trace amounts of milk powder. Additional trace amounts were found in wieners produced on another production date, which triggered the second recall. The recall was handled swiftly and no monetary penalties were issued.</p> <p>The quality withdrawal was related to low-vacuum canned meat resulting in some distorted can lids.</p>





**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: MARKETING AND LABELING</b>		
<b>GRI 417-1</b>	Type of product and service information required by the organization’s procedures for product and service information and labeling, and percentage of significant products and service categories subject to such information requirements	<p>Maple Leaf Foods has robust standard operating procedures and policies that govern 100% of our sourcing contracts with suppliers and co-manufacturers. These policies are agreed to annually by Maple Leaf Foods and its suppliers.</p> <p>We provide detailed nutrition labels on 100% of our fresh and prepared retail and foodservice products. All labels are reviewed and approved by the Canadian Food Inspection Agency. Where relevant, the Company provides additional labeling claims on certain branded products that explain other product benefits or properties including gluten-free, low sodium, no added preservatives, source of protein and others.</p> <p>We provide proper handling and food safety instructions for 100% of our fresh and prepared meats products through online, packaging, in-store and/or customer communications.</p> <p>Maple Leaf Foods provides an appropriate recycling label on all packaging that is accepted in provincial recycling collection programs across Canada.</p>
<b>GRI 417-2</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	In 2018, we had zero (0) recalls related to product and service information and labeling.
<b>GRI 417-3</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	None



**GRI Index (continued)**

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: CUSTOMER PRIVACY</b>		
<b>GRI 418-1</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
<b>MATERIAL ASPECT: SOCIO-ECONOMIC COMPLIANCE</b>		
<b>GRI 419-1</b>	Non-compliance with laws and regulations in the social and economic area	Maple Leaf Foods did not receive a monetary fine in 2018 related to sanctions for non-compliance with laws and regulations.