

ESG Index

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GENERAL DISCLOSURES				
ORGANIZATIONAL PROFILE				
GRI 102-1	Name of the organization	Maple Leaf Foods Inc. (“Maple Leaf Foods” or “MLF” or “the Company”)		
GRI 102-2	Activities, brands, products, and services	See Management's Discussion and Analysis (2020 Annual Report to Shareholders, page 1).		
GRI 102-3	Location of headquarters	Mississauga, Ontario, Canada		
GRI 102-4	Location of operations	Maple Leaf Foods has operations across Canada and two plant-based protein processing sites in the United States.		
GRI 102-5	Ownership and legal form	Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI.		
GRI 102-6	Markets served	See Management's Discussion and Analysis (2020 Annual Report to Shareholders page 1).		
GRI 102-7	Scale of the organization	See Management's Discussion and Analysis (2020 Annual Report to Shareholders page 1). See Media Centre .	FB-MB-000.A FB-MP-000.B	FB-MP-000.A: Number of processing and manufacturing facilities FB-MP-000.B: Animal protein production, by category; percentage outsourced

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GRI 102-8	Information on employees and other workers	<p>Maple Leaf Foods employs approximately 13,500 people as of December 31, 2020.</p> <p>There were a total of 12,859 employees in our SAP reporting tool including the following breakdown.</p> <p>There are a total of 12,349 permanent, full-time employees:</p> <p>5,315 female (43%) 7,034 male (57%)</p> <p>There are a total of 510 temporary, part-time employees:</p> <p>237 female (46%) 273 male (54%)</p> <p>Regional Breakdown: Permanent: Canada - 11,770, United States - 563, International - 16 Temporary: Canada - 508, United States - 2, International - 0</p> <p>Note: This data excludes Viau because they are not currently in our SAP system.</p>		
GRI 102-9	Supply chain	<p>See Supply Chain.</p> <p>See Our Brands.</p>		
GRI 102-10	Significant changes to the organization and its supply chain	<p>See Capital Expenditures (2020 Annual Report to Shareholders, page 7).</p> <p>See Business Acquisitions and Divestitures (2020 Annual Report to Shareholders, page 21).</p>		
GRI 102-11	Precautionary Principle or approach	<p>See Financial Instruments and Risk Management Activities (2020 Annual Report to Shareholders, page 71).</p> <p>See Risk Factors (2020 Annual Report to Shareholders, page 18).</p>		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GRI 102-12	External initiatives	See Collaboration .		
GRI 102-13	Membership of associations	See Collaboration .		
STRATEGY & ANALYSIS				
GRI 102-14	Statement from senior decision-maker	See A message from our CEO, Michael McCain .		
GRI 102-15	Key impacts, risks, and opportunities	See Financial Instruments and Risk Management Activities (2020 Annual Report to Shareholders, page 71). See Risk Factors (2020 Annual Report to Shareholders, page 18).		
ETHICS & INTEGRITY				
GRI 102-16	Values, principles, standards, and norms of behaviour	See Maple Leaf Foods Leadership Values . See Our Sustainable Meat Principles .		
GRI 102-17	Mechanisms for advice and concerns about ethics	See Code of Business Conduct . We utilize a third-party Ethics Hotline which is coordinated by Internal Audit and reported to our Senior Leadership Team. Summaries of Ethics Hotline complaints are also provided to Committees of the Board of Directors. Additionally, a formal Ethics Committee exists and meets to discuss ethical issues. Membership of this Committee includes the CEO and COO as well as other SVPs.		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GOVERNANCE				
GRI 102-18	Governance structure	See Governance . See Corporate Governance .		
GRI 102-19	Delegating authority	See Governance . See Corporate Governance . See Governance and Risk Management (2020 Annual Report to Shareholders, page 70). See Risk Factors (2020 Annual Report to Shareholders, page 18).		
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	See Governance . See Corporate Governance . See Governance and Risk Management (2020 Annual Report to Shareholders, page 70). See Risk Factors (2020 Annual Report to Shareholders, page 18).		
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	See Governance . See Materiality .		
GRI 102-22	Composition of the highest governance body and its committees	See Governance . See Corporate Governance . See Animal Care Advisory Council Members . See Our Leadership Team .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GRI 102-23	Chair of the highest governance body	See Corporate Governance .		
GRI 102-24	Nominating and selecting the highest governance body	See Corporate Governance .		
GRI 102-25	Conflicts of interest	See Corporate Governance .		
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	See Governance . See Corporate Governance .		
GRI 102-27	Collective knowledge of highest governance body	See Governance . See Environment (2020 Annual Report to Shareholders, page 17). See Climate Change (2020 Annual Report to Shareholders, page 21).		
GRI 102-29	Identifying and managing economic, environmental, and social impacts	See Governance . See Environment (2020 Annual Report to Shareholders, page 17). See Climate Change (2020 Annual Report to Shareholders, page 21).		
GRI 102-31	Review of economic, environmental, and social topics	See Governance .		
GRI 102-32	Highest governance body's role in sustainability reporting	See Governance .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
STAKEHOLDER ENGAGEMENT				
GRI 102-40	List of stakeholder groups	Maple Leaf Foods' stakeholders include our employees, consumers, customers, shareholders, investors, suppliers, lenders, government, and non-governmental and non-profit organizations. See Materiality . See Collaboration .		
GRI 102-41	Collective bargaining agreements	As at December 31, 2020, we had approximately 8,091 employees covered by 19 collective agreements in Canada, which represents approximately 63% of our workforce.		
GRI 102-42	Identifying and selecting stakeholders	See Materiality . See Collaboration .		
GRI 102-43	Approach to stakeholder engagement	See Materiality . See Collaboration .		
GRI 102-44	Key topics and concerns raised	See Materiality .		
REPORTING PRACTICE				
GRI 102-45	Entities included in the consolidated financial statements	See Management's Discussion and Analysis (2020 Annual Report to Shareholders, page 1). Maple Leaf Foods Inc. is the entity covered by this report.		
GRI 102-46	Defining report content and topic Boundaries	See Materiality .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GRI 102-47	List of material topics	See Materiality .		
GRI 102-48	Restatements of information	In 2020, we restated our GHG emissions back to our baseline year (2018) due to improved availability of data and applied the GHG Protocol's updated emissions factors to our 2020 GHG emissions. We also updated our data collection methodology for solid waste and landfill diversion and restated our data back to our baseline year (2015). This updated methodology is an improvement to our data collection method and is a more precise reflection of our performance. See Better Planet .		
GRI 102-49	Changes in reporting	No significant changes in 2020.		
GRI 102-50	Reporting period	January 1, 2020 to December 31, 2020.		
GRI 102-51	Date of most recent report	See 2020 Sustainability Report (released in 2021).		
GRI 102-52	Reporting cycle	Annual		
GRI 102-53	Contact point for questions regarding the report	Tim Faveri, VP, Sustainability & Shared Value		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.		
GRI 102-55	GRI content index	This GRI content index complies with all Core option requirements.		
GRI 102-56	External assurance	See External Assurance Report .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
ECONOMIC				
ECONOMIC PERFORMANCE				
N/A	Disclosure of Management Approach	See Company Vision and Strategic Plan (2020 Annual Report to Shareholders, page 2). See Management's Discussion and Analysis (2020 Annual Report to Shareholders, page 1).		
201-1	Direct economic value generated and distributed	See Consolidated Balance Sheets and Consolidated Statements of Net Earnings (2020 Annual Report to Shareholders, pages 12-13).		
201-2	Financial implications and other risks and opportunities due to climate change	See Environment (2020 Annual Report to Shareholders, page 17). See Climate Change (2020 Annual Report to Shareholders, page 21).		
201-3	Defined benefit plan obligation and other retirement plans	See Employee Benefit Plans (2020 Annual Report to Shareholders, page 27). See Employee Benefits (2020 Annual Report to Shareholders, page 67).		
201-4	Financial assistance received from government	See Employee Benefit Plans (2020 Annual Report to Shareholders, page 27). See Employee Benefits (2020 Annual Report to Shareholders, page 67). See Government Incentives (2020 Annual Report to Shareholders, page 83).		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
MARKET PRESENCE				
103	Disclosure of Management Approach	See 2020 Annual Report to Shareholders .		
202-1	Ratios of standard entry level by gender compared to local minimum wage	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).		
INDIRECT ECONOMIC IMPACTS				
103	Disclosure of Management Approach	See 2020 Annual Report to Shareholders .		
203-1	Infrastructure investments and services supported	See Capital Expenditures (2020 Annual Report to Shareholders, page 7)		
PROCUREMENT PRACTICES				
103	Disclosure of Management Approach	See Supply Chain .		
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	See Supply Chain .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
ANTI-CORRUPTION				
103	Disclosure of Management Approach	See Code of Business Conduct .		
205-1	Operations assessed for risks related to corruption	See Code of Business Conduct .		
205-2	Communication and training about anti-corruption policies and procedures	See Code of Business Conduct .		
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of fraud or corruption in 2020.		
TAX				
103	Disclosure of Management Approach	See Income Taxes (2020 Annual Report to Shareholders, page 5). See Income Taxes (2020 Annual Report to Shareholders, page 58).		
207-1	Approach to tax	See Income Taxes (2020 Annual Report to Shareholders, page 5). See Income Taxes (2020 Annual Report to Shareholders, page 58).		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
ENVIRONMENTAL				
ENERGY				
103	Disclosure of Management Approach	See Better Planet . See Environmental Sustainability Commitment . See Environment (2020 Annual Report to Shareholders, page 17). See Climate Change (2020 Annual Report to Shareholders, page 21). See Carbon and Energy .	FB-MP-130a.1	FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
302-1	Energy consumption within the organization	Electricity (MWh): 385,404 Natural gas (m ³): 60,275,214 See Environmental Footprint Performance Summary .	FB-MP-130a.1	FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
302-3	Energy intensity	Electricity (MWh/1,000 kg of production): 0.54 Natural gas (m ³ /1,000 kg of production): 84.76 See Environmental Footprint Performance Summary .		
302-4	Reduction of energy consumption	Electricity intensity (MWh/1,000 kg of product produced): Our electricity intensity decreased by 25.9% from a 2014 baseline. Natural gas intensity (m ³ /1,000 kg of product produced): Our natural gas intensity decreased by 19.5% from a 2014 baseline. See Environmental Footprint Performance Summary .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
WATER AND EFFLUENTS				
103	Disclosure of Management Approach	<p>See Better Planet.</p> <p>See Environmental Sustainability Commitment.</p> <p>See Environment (2020 Annual Report to Shareholders, page 17).</p> <p>See Climate Change (2020 Annual Report to Shareholders, page 21).</p> <p>See Water.</p>	<p>FB-MP-140a.1</p> <p>FB-MP-140a.2</p>	<p>FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress</p> <p>FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks</p>
303-1	Interactions with water as a shared resource	<p>See Water.</p>	<p>FB-MP-140a.2</p> <p>FB-MP-440a.1</p> <p>FB-MP-440a.2</p>	<p>FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks</p> <p>FB-MP-440a.1: Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress</p> <p>FB-MP-440a.2: Percentage of contracts with producers located in regions with High or Extremely High Baseline Stress</p>

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
303-2	Management of water discharge-related impacts	See Water .	FB-MP-140a.1 FB-MP-140a.2	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks
303-3	Water withdrawals	8,874,482 m ³ (8,879 ML) of water was withdrawn in 2020. All but one of our manufacturing facilities and one of our distribution centres draw and discharge water using municipal sources. The majority of our barns and feed mills use well water due to their rural locations. Municipal water withdrawal: 6,309,891 m ³ Well water withdrawal: 2,564,591 m ³ See Environmental Footprint Performance Summary .	FB-MP-140a.1	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
303-5	Water consumption	8,874,482 m ³ (8,879 ML) of water was consumed in 2020. See Environmental Footprint Performance Summary .	FB-MP-140a.1	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
BIODIVERSITY				
103	Disclosure of Management Approach	See Better Planet .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	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.		
EMISSIONS				
103	Disclosure of Management Approach	See Better Planet . See Environmental Sustainability Commitment . See Environment (2020 Annual Report to Shareholders, page 17). See Climate Change (2020 Annual Report to Shareholders, page 21). See Carbon and Energy .	FB-MP-110a.1 FB-MP-110a.2	FB-MP-110a.1: Gross global Scope 1 emissions FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.
305-1	Direct (Scope 1) GHG emissions	302,396 CO ₂ e (tonnes) See Environmental Footprint Performance Summary . See Carbon and Energy .	FB-MP-110a.1 FB-MP-110a.2	FB-MP-110a.1: Gross global Scope 1 emissions FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.
305-2	Energy indirect (Scope 2) GHG emissions	30,674 CO ₂ e (tonnes) See Environmental Footprint Performance Summary .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
305-3	Other indirect (Scope 3) GHG emissions	1,505,959 CO ₂ e (tonnes) See Environmental Footprint Performance Summary . See Carbon and Energy .	FB-MP-160a.1	FB-MP-160a.1: Amount of animal litter and manure generated, percentage managed according to a nutrient management plan
305-4	GHG emissions intensity	Scope 1 & 2 (CO ₂ e/1,000 kg of product produced): 0.22 Scope 3 (CO ₂ e/1,000 kg of product produced): 0.99	FB-MP-110a.1 FB-MP-110a.2	FB-MP-110a.1: Gross global Scope 1 emissions FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.
305-5	Reduction of GHG emissions	Our SBT GHG Scope 1 & 2 absolute reduction is 1.77% from a 2018 baseline. Our SBT GHG Scope 3 emissions intensity has improved by 1.96% from a 2018 baseline. See Environmental Footprint Performance Summary .		
305-7	Nitrogen-oxides (Nox), sulfur oxides (SOx) and other significant air emissions	See Environmental Compliance Reports .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
WASTE				
103	Disclosure of Management Approach	See Better Planet . See Environmental Sustainability Commitment . See Environment (2020 Annual Report to Shareholders, page 17). See Climate Change (2020 Annual Report to Shareholders, page 21). See Solid Waste .		
306-1	Waste generation and significant waste-related impacts	See Solid Waste . See Climate Change (2020 Annual Report to Shareholders, page 21).		
306-2	Management of significant waste-related impacts	See Solid Waste . See Climate Change (2020 Annual Report to Shareholders, page 21).		
306-3	Waste generated	Total waste generated in 2020: 250,208 MT Recycled: 229,296 MT Disposed/landfill: 20,912 MT		
306-4	Waste diverted from disposal	Recycled: 229,296 MT Organics: 204,788 MT (89.3%) Paper fibres: 3,631 MT (1.6%) Food grease: 19,676 MT (8.58%) Plastics: 195 MT (0.85%) Metals, glass, bottles and cans: 63.4 MT (0.02%) E-waste: 2.95 MT (0.001%) Wood: 25.7 MT (0.01%) Other: 914.04 MT (0.40%)		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
306-5	Waste directed to disposal	Disposed/landfill: 20,912 MT Solid waste: 13,128 MT (63%) Grease (DAF sludge): 7,043 MT (33%) Organics: 741 MT (4%)		
ENVIRONMENTAL COMPLIANCE				
103	Disclosure of Management Approach	See Better Planet . See Environmental Compliance Reports .		
307-1	Non-compliance with environmental laws and regulations	There were no significant fines or non-monetary sanctions in 2020.	FB-MP-140a.3	FB-MP-140a.3: Number of incidents of non-compliance with water quality permits, standards, and regulations.
SUPPLIER ENVIRONMENTAL ASSESSMENT				
103	Disclosure of Management Approach	See Supply Chain .		
308-1	New suppliers that were screened using environmental criteria	See Supply Chain .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SOCIAL: LABOUR PRACTICES AND DECENT WORK				
EMPLOYMENT				
103	Disclosure of Management Approach	<p>See Careers.</p> <p>See How We Develop Our People.</p> <p>See Leadership.</p> <p>See Employee Benefit Plans (2020 Annual Report to Shareholders, page 52).</p>		
401-1	New employee hires & employee turnover	<p>a. We had 4,152 new employees (salary and hourly) in 2020.</p> <p>Gender: Female: 1,681 (40%); Male: 2,471 (60%) Age: Under 30: 2,153 (52%); 30-49: 1,574 (38%); 50+: 425 (10%) Region: Canada: 3,899 (94%); United States: 251 (6%); International: 2 (0.05%)</p> <p>b. We had 3,771 employees leave in 2020.</p> <p>Gender: Female: 1,647 (44%); Male: 2,124 (56%) Age: Under 30: 1,474 (39%); 30-49: 1,547 (41%); 50+: 750 (20%) Region: Canada: 3,626 (96%); United States: 145 (4%)</p>		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
401-2	Benefits provided to full-time employees not provided to temporary/part-time employees	<p>In Canada, 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 Health & Dental and Basic Life Insurance.</p> <p>In the United States, all regular full-time and part-time employees working at least 30 hours a week have access to Health, Vision, Dental and Insurance benefits, as well as an Employee Assistance Program (EAP). Temporary employees are not eligible to participate.</p>		
LABOUR/MANAGEMENT RELATIONS				
103	Disclosure of Management Approach	See Code of Business Conduct .		
402-1	Minimum notice periods regarding operational changes	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.		
FP3	Labour/management relations Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country	There was zero lost time in 2020 related to these factors.		
OCCUPATIONAL HEALTH & SAFETY				
103	Disclosure of Management Approach	<p>See Occupational Health and Safety.</p> <p>See Occupational Health & Safety Policy.</p>		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
403-1	Occupational health & safety management system	See Occupational Health and Safety .	FB-MP-320a.2	FB-MP-320a.2: Description of efforts to assess, monitor and mitigate acute and chronic respiratory health conditions
403-2	Hazard identification, risk assessment, and incident investigation	See Occupational Health and Safety .		
403-3	Occupational health services	See Occupational Health and Safety .		
403-4	Worker participation, consultation, and communication on occupational health and safety	See Occupational Health and Safety .		
403-5	Worker training on occupational health and safety	See Occupational Health and Safety .		
403-6	Promotion of worker health	See Occupational Health and Safety .		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Occupational Health and Safety .		
403-8	Workers covered by an occupational health and safety management system	See Occupational Health and Safety .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
403-9	Work-related injuries	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury: 0 ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 3 iii. The number and rate of recordable work-related injuries: 59 iv. The main types of work-related injury: lacerations v. The number of hours worked: 24,659,677 <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury: 0 ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 1 iii. The number and rate of recordable work-related injuries: 7 iv. The main types of work-related injury: lacerations v. The number of hours worked: 1,439,620 (approximate) 	FB-MP-320a.1	FB-MP-320a.1: (1) Total recordable incident rate (TRIR) and (2) fatality rate
403-10	Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health: 0 ii. The number of cases of recordable work-related ill health: 4 iii. The main types of work-related ill health: strains <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health: 0 ii. The number of cases of recordable work-related ill health: 0 iii. The main types of work-related ill health: not applicable 		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
TRAINING & EDUCATION				
103	Disclosure of Management Approach	See Careers . See How We Develop Our People . See Leadership		
404-1	Average hours of training per year per employee	Average hours of training for salaried employees was 12.99 hours for all courses. Average hours of training per hourly employee was approximately 5.42 hours for all courses. Reductions in manufacturing training from the previous year can be attributed to COVID-19 preventing typical in-person group training sessions. Average hours of training per hourly female employee was 3.2 hours; per male employee, 3.1 hours, for operations and manufacturing courses only. Note: Gender data is not widely available for salaried employees or for Leadership and Learning or Information Solutions courses.		
404-2	Programs for upgrading employee skills and transition assistance programs	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 2020, we included outplacement counselling as part of the severance agreement. This offering, at our cost, provides individuals assistance with transitioning to their next career opportunity. See How We Develop Our People . See Leadership .		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
DIVERSITY AND EQUAL OPPORTUNITY				
103	Disclosure of Management Approach	See Diversity and Inclusion .		
405-1	Diversity of governance bodies and employees	<p>Governance Bodies Breakdown</p> <p>The Board of Directors: Gender: 70% male; 30% female. Age: 30-50 yrs: 10%; Over 50 yrs: 90%</p> <p>Senior Leadership Team (SLT): Gender: 81% male; 19% female. Age: 30-50 yrs: 44%; Over 50 yrs: 56%</p> <p>Employee Group Breakdown</p> <p>Hourly: Gender: 58% male; 42% female. Age: Under 30 yrs: 15%; 30-50 yrs: 54%; Over 50 yrs: 32%</p> <p>Salaried: Gender: 53% male; 47% female. Age: Under 30 yrs: 17%; 30-50 yrs: 56%; Over 50 yrs: 27%</p> <p>Administrator/Coordinator/Analyst: Gender: 58% male; 42% female. Age: Under 30 yrs: 24%; 30-50 yrs: 54%; Over 50 yrs: 23%</p> <p>Supervisor/Sr. Specialist: Gender: 56% male; 44% female. Age: Under 30 yrs: 8%; 30-50 yrs: 54%; Over 50 yrs: 38%</p> <p>Manager: Gender: 51% male; 49% female. Age: Under 30 yrs: 6%; 30-50 yrs: 59%; Over 50 yrs: 36%</p> <p>Director: Gender: 67% male; 33% female. Age: 30-50 yrs: 66%; Over 50 yrs: 34%</p> <p>Vice-President: Gender: 73% male; 27% female. Age: 30-50 yrs: 49%; Over 50 yrs: 51%</p>		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
405-2	Ratio of basic salary and remuneration of women to men	<p>Regular salaried Maple Leaf Foods staff, the ratio of basic salary of women to men:</p> <p>Senior Leadership Team: 79.1% Vice-President: 79.3% Director: 96.9% Manager: 97.5% Supervisor/Sr. Specialist: 99.2% Administrator/Coordinator/Analyst: 100.8%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men:</p> <p>Senior Leadership Team: 56.3% Vice-President: 75.7% Director: 97.0% Manager: 98.1% Supervisor/Sr. Specialist: 99.6% Administrator/Coordinator/Analyst: 100.4%</p> <p>Note: Data represents all Canadian and U.S. operating locations, excluding Viau.</p>		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SOCIAL: HUMAN RIGHTS				
NON-DISCRIMINATION				
103	Disclosure of Management Approach	See Code of Business Conduct .		
406-1	Incidents of discrimination and corrective actions taken	There were three incidents of discrimination in 2020. Two incidents came via the Ethics Hotline and were reviewed to the extent possible but closed due to the limited information provided by anonymous callers who could not be contacted for further context. The other one was raised through HR leadership who engaged a third party to investigate and implement confidential remediation plans at the individual and organizational level. We finalized the report and recommendations in 2020.		
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
103	Disclosure of Management Approach	See Code of Business Conduct .		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No violations occurred at Maple Leaf Foods operations in 2020.		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
CHILD LABOUR				
103	Disclosure of Management Approach	See Code of Business Conduct .		
408-1	Operations and suppliers at significant risk for incidents of child labour	Our operations and key suppliers are located in Canada and the U.S. in 2020 and adhere to all Canadian and international child labour laws.		
FORCED OR COMPULSORY LABOUR				
103	Disclosure of Management Approach	See Code of Business Conduct .		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our operations and key suppliers are located in Canada in 2020 and adhere to all Canadian and international labour laws.		
SECURITY PRACTICES				
103	Disclosure of Management Approach	See Code of Business Conduct .		
410-1	Security personnel trained in human rights policies or procedures	All security is expected to follow Maple Leaf Foods' Code of Business Conduct.		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
RIGHTS OF INDIGENOUS PEOPLES				
103	Disclosure of Management Approach	See Code of Business Conduct .		
411-1	Incidents of violations involving rights of Indigenous peoples	There were no incidents of violations involving rights of Indigenous peoples at Maple Leaf Foods operations.		
HUMAN RIGHTS ASSESSMENT				
103	Disclosure of Management Approach	See Code of Business Conduct .		
412-1	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. To date, none of our operations have been subject to human rights reviews or human rights impact assessments.		
412-2	Employee training or human rights policies or procedures	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.		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SOCIAL: SOCIETY				
LOCAL COMMUNITIES				
103	Disclosure of Management Approach	<p>See Better Communities.</p> <p>See Community Involvement Policy.</p> <p>See Maple Leaf Centre for Action on Food Security.</p>		
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Our pursuit of shared value creation means we seek a meaningful role in solving social problems where we have a unique capability to engage. We view community involvement as a cornerstone of our business model, our purpose, our vision and our commitment to sustainability. Maple Leaf Foods has a centralized community involvement program that manages the execution of financial and product donations nationally. Maple Leaf Foods is committed to reducing food insecurity through the Maple Leaf Centre for Action on Food Security.</p> <p>See Food Security.</p>		
413-2	Operations with significant actual and potential negative impacts on local communities	<p>In 2020, we received four noise complaints and three odour complaints from the local communities around our processing facilities. We have followed up and resolved all the noise complaints and the odour complaints are still under review and expect to resolve in 2021.</p>		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SUPPLIER SOCIAL ASSESSMENT				
103	Disclosure of Management Approach	See Supply Chain .		
414-1	New suppliers that were screened using social criteria	See Supply Chain .		
PUBLIC POLICY				
103	Disclosure of Management Approach	See Code of Business Conduct .		
415-1	Political contributions	Maple Leaf Foods made no political donations in 2020.		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SOCIAL: ANIMAL WELFARE				
103	Disclosure of Management Approach	See Better Care . See Animal Care Performance Report . See Climate Change (2020 Annual Report to Shareholders, page 21).	FB-MP-440a.3	FB-MP-440a.3: Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change
FP9	Genetic diversity of farmed and domesticated animals Percentage and total of animals raised and/or processed, by species and breed type	See Animal Care Performance Report .		
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	See Animal Care Performance Report . See Standards and Performance .	FB-MP-430a.2	FB-MP-430a.2: Percentage of supplier and contract production facilities verified to meet animal welfare standards
FP11	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	See Animal Care Performance Report .	FB-MP-410a.1	FB-MP-410a.1: Percentage of pork produced without the use of gestation crates

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	See Animal Care Performance Report . See Antibiotic Use Fact Sheet . See Responsible Antibiotic Use .	FB-MP-260a.1 FB-MP-430a.2	FB-MP-260a.1: Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type FB-MP-430a.2: Percentage of supplier and contract production facilities verified to meet animal welfare standards
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 2020, Maple Leaf Foods had six (6) corrective action requests (CARs) and zero (0) notices of violation (NOV) related to transportation, handling and slaughter practices for live terrestrial animals (pork and 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 the Canadian Food Inspection Agency (CFIA) for approval, and all actions taken will be reviewed to close the CAR. All warnings issued in 2020 were resolved and closed.		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SOCIAL: PRODUCT RESPONSIBILITY				
CUSTOMER HEALTH AND SAFETY				
103	Disclosure of Management Approach	See Food Safety . See Nutrition .		
416-1	Assessment of the health and safety impacts of product and service categories	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. 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. 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). See Food Safety . See Nutrition .	FB-MP-250a.2	FB-MP-250a.2: Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	See Food Safety .	FB-MP-250a.1	FB-MP-250a.1: Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective rate for (a) major and (b) minor non-conformances

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans-fats, sodium and added sugars	See Nutrition .		
FP7	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	See Nutrition .		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
416-2	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 (CFIA), 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. In 2020, Maple Leaf Foods had twenty five (25) regulatory non-compliance (NCs). There were zero (0) food safety-related product recalls and two (2) quality-related product voluntary withdrawals. Of the 25 warnings issued by CFIA to MLF facilities, the top three reasons were Sanitation (9), Building Fabric (7) and Personal Hygiene (4). 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 corrective action request (CAR). All warnings issued in 2020 were resolved and closed. Of the two quality withdrawals, one was related to no back label on packaging and the other was related to an incorrect back label on packaging.</p> <p>Maple Leaf Foods did not have any food safety or quality-related market bans in 2020.</p>	<p>FB-MP-250a.3 FB-MP-250a.4</p>	<p>FB-MP-250a.3: (1) Number of recalls issued and (2) total weight of products recalled</p> <p>FB-MP-250a.4: Discussion of markets that ban imports of the entity's products</p>

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
MARKETING AND LABELING				
103	Disclosure of Management Approach	See Food Safety . See Nutrition .		
417-1	Requirements for product and service information and labeling	<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 meat 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>		
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2020, we had two (2) voluntary withdrawals related to product and service information and labeling.		
417-3	Incidents of non-compliance concerning marketing communications	None		

ESG Index (cont.)

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
CUSTOMER PRIVACY				
103	Disclosure of Management Approach	See Code of Business Conduct .		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None		
SOCIOECONOMIC COMPLIANCE				
103	Disclosure of Management Approach	See Code of Business Conduct .		
419-1	Non-compliance with laws and regulations in the social and economic area	No monetary fines were imposed on Maple Leaf Foods in 2020 related to non-compliance with laws and regulations in the social and economic area.		