

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GENERAL DISCLOSURES				
ORGANIZATIONAL PROFILE				
102-1	Name of the organization	Maple Leaf Foods Inc. (“Maple Leaf Foods” or “MLF” or “the Company”)		
102-2	Activities, brands, products, and services	See The Business (2021 Management’s Discussion and Analysis, page 1).		
102-3	Location of headquarters	Mississauga, Ontario, Canada		
102-4	Location of operations	Maple Leaf Foods has operations across Canada and two plant-based protein processing sites in the United States.		
102-5	Ownership and legal form	Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI.		
102-6	Markets served	See The Business (2021 Management’s Discussion and Analysis, page 1).		
102-7	Scale of the organization	See The Business (2021 Management’s Discussion and Analysis, page 1); See Financial Overview (2021 Management’s Discussion and Analysis, page 1).	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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102-8	Information on employees and other workers	<p>Maple Leaf Foods employed approximately 13,500 people as of December 31, 2021, of which 12,809 are recorded and tracked in our enterprise information system. The remaining are located at sites not yet integrated into our reporting system. The breakdown is as follows:</p> <p>There are a total of 12,546 permanent, full-time employees: 5454 female (43%) 7092 male (57%)</p> <p>There are a total of 263 temporary, part-time employees: 132 female (50%) 131 male (50%)</p> <p>Regional Breakdown: Permanent Canada: 11,940 United States: 589 International: 17</p> <p>Temporary: Canada: 261 Unites States: 2 International: 0</p>		
102-9	Supply chain	<p>See The Company; See Our Brands.</p>		
102-10	Significant changes to the organization and its supply chain	<p>See Capital Expenditures (2021 Management's Discussion and Analysis, page 7); see Business Acquisitions and Divestitures (2021 Management's Discussion and Analysis, page 5).</p>		
102-11	Precautionary Principle or approach	<p>See Financial Instruments and Risk Management Activities (2021 Management's Discussion and Analysis, page 8).</p> <p>See Risk Factors (2021 Management's Discussion and Analysis, page 18).</p>		

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102-12	External initiatives	See Partnerships and Collaboration .		
102-13	Membership of associations	See Partnerships and Collaboration .		
STRATEGY & ANALYSIS				
102-14	Statement from senior decision-maker	See A message from our CEO , Michael McCain.		
102-15	Key impacts, risks, and opportunities	See Financial Instruments and Risk Management Activities (2021 Management's Discussion and Analysis, page 8). See Risk Factors (2021 Management's Discussion and Analysis, page 18).		
ETHICS & INTEGRITY				
102-16	Values, principles, standards, and norms of behaviour	See Maple Leaf Foods Leadership Values . See Our Sustainable Meat Principles .		
102-17	Mechanisms for advice and concerns about ethics	We utilize a third-party Ethics Line which is coordinated by Internal Audit and reported to our Senior Leadership Team. Summaries of Ethics Lines 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. See Code of Business Conduct ; See Supplier Code of Conduct .		

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GOVERNANCE				
102-18	Governance structure	See Governance ; See Corporate Governance .		
102-19	Delegating authority	See Governance ; See Corporate Governance ; See Governance and Risk Management (2021 Management's Discussion and Analysis, page 76); See Risk Factors (2021 Management's Discussion and Analysis, page 18).		
102-20	Executive-level responsibility for economic, environmental, and social topics	See Governance ; See Corporate Governance ; See Governance and Risk Management (2021 Management's Discussion and Analysis, page 76); See Risk Factors (2021 Management's Discussion and Analysis, page 18).		
102-21	Consulting stakeholders on economic, environmental, and social topics	See Governance ; See Materiality and Reporting .		
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 .		
102-23	Chair of the highest governance body	See Corporate Governance .		
102-24	Nominating and selecting the highest governance body	See Corporate Governance .		
102-25	Conflicts of interest	See Corporate Governance .		

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102-26	Role of highest governance body in setting purpose, values, and strategy	See Governance ; See Corporate Governance .		
102-27	Collective knowledge of highest governance body	See Governance ; See Environment (2021 Management's Discussion and Analysis, page 17); See Climate Change (2021 Management's Discussion and Analysis, page 21).		
102-29	Identifying and managing economic, environmental, and social impacts	See Governance ; See Environment (2021 Management's Discussion and Analysis, page 17); See Climate Change (2021 Management's Discussion and Analysis, page 21).		
102-31	Review of economic, environmental, and social topics	See Governance .		
102-32	Highest governance body's role in sustainability reporting	See Governance .		
102-35	Remuneration policies	See Management Information Circular .		
102-36	Process for determining remuneration	See Management Information Circular .		
102-37	Stakeholders' involvement in remuneration	See Management Information Circular .		
102-38	Annual total compensation ratio	See Management Information Circular .		

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102-39	Percentage increase in annual total compensation ratio	See Management Information Circular .		
STAKEHOLDER ENGAGEMENT				
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 and Reporting ; See Partnerships and Collaboration .		
102-41	Collective bargaining agreements	As at December 31, 2021, we had approximately 8,024 employees covered by 20 collective agreements in Canada, which represents approximately 62% of our workforce.		
102-42	Identifying and selecting stakeholders	See Materiality and Reporting ; See Partnerships and Collaboration .		
102-43	Approach to stakeholder engagement	See Materiality and Reporting ; See Partnerships and Collaboration .		
102-44	Key topics and concerns raised	See Materiality and Reporting .		
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	See The Business (Management's Discussion and Analysis, page 1). Maple Leaf Foods Inc. is the entity covered by this report.		
102-46	Defining report content and topic Boundaries	See Materiality and Reporting .		

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102-47	List of material topics	See Materiality and Reporting .		
102-48	Restatements of information	See Materiality and Reporting .		
102-49	Changes in reporting	No significant changes in 2021.		
102-50	Reporting period	January 1, 2021 to December 31, 2021.		
102-51	Date of most recent report	See 2021 Sustainability Report (released in 2022).		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	Tim Faveri, VP, Sustainability & Shared Value		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.		
102-55	GRI content index	This GRI content index complies with all core option requirements.		
102-56	External assurance	See External Assurance Report.		
ECONOMIC				
ECONOMIC PERFORMANCE				
103	Disclosure of Management Approach	See Company Vision and Strategic Plan (2021 Management's Discussion & Analysis, page 2). See The Business (2021 Management's Discussion & Analysis, page 1).		

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201-1	Direct economic value generated and distributed	See <u>Consolidated Balance Sheets and Consolidated Statements of Net Earnings</u> (2021 Consolidated Financial Statements, page 46-47).		
201-2	Financial implications and other risks and opportunities due to climate change	See <u>Environment</u> (2021 Management's Discussion and Analysis, page 17); See <u>Climate Change</u> (2021 Management's Discussion and Analysis, page 21).		
201-3	Defined benefit plan obligation and other retirement plans	See <u>Employee Benefit Plans</u> (2021 Management's Discussion and Analysis, page 12); See <u>Employee Benefits</u> (2021 Consolidated Financial Statements, page 73).		
201-4	Financial assistance received from government	See <u>Employee Benefit Plans</u> (2021 Management's Discussion and Analysis, page 12); See <u>Employee Benefits</u> (2021 Consolidated Financial Statements, 73). See <u>Government Incentives</u> (2021 Management's Discussion and Analysis, page 13).		
MARKET PRESENCE				
103	Disclosure of Management Approach	See <u>2021 Management's Discussion and Analysis</u> .		
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				

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103	Disclosure of Management Approach	See 2021 Management's Discussion and Analysis .		
203-1	Infrastructure investments and services supported	See Capital Expenditures (2021 Management's Discussion and Analysis, page 7).		
PROCUREMENT PRACTICES				
103	Disclosure of Management Approach	See Supplier Code of Conduct .		
FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	See Supplier Code of Conduct .		
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 2021.		

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TAX				
103	Disclosure of Management Approach	See Income Taxes (2021 Management's Discussion and Analysis, page 5); See Income Taxes (2021 Consolidated Financial Statements, page 63).		
207-1	Approach to tax	See Income Taxes (2021 Management's Discussion and Analysis, page 5); See Income Taxes (2021 Consolidated Financial Statements, page 63).		
ENVIRONMENTAL				
MATERIALS				
103	Disclosure of Management Approach	See Solid Waste ; See Sustainable Packaging .		
301-1	Materials used by weight or volume	See Solid Waste ; See Sustainable Packaging .		
ENERGY				
103	Disclosure of Management Approach	See Better Planet ; See Energy and Emissions ; See Environmental Sustainability Commitment ; See Environment (2021 Management's Discussion and Analysis, page 17); See Climate Change (2021 Management's Discussion and Analysis, page 21).	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	See Environmental Management and Performance .	FB-MP-130a.1	FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable

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302-3	Energy intensity	See Environmental Management and Performance .		
302-4	Reduction of energy consumption	See Environmental Management and Performance .		
WATER AND EFFLUENTS				
103	Disclosure of Management Approach	See Better Planet ; See Water ; See Environmental Sustainability Commitment ; See Environment (2021 Management's Discussion and Analysis, page 17); See Climate Change (2021 Management's Discussion and Analysis, page 21).	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
303-1	Interactions with water as a shared resource	See Water .	FB-MP-140a.2 FB-MP-440a.1 FB-MP-440a.2	FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks FB-MP-440a.1: Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress FB-MP-440a.2: Percentage of contracts with producers located in regions with High or Extremely High Baseline Stress

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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	See Water . Municipal water withdrawal: 6,173,030 m ³ . Well water withdrawal: 2,681,188 m ³ .	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	See Environmental Management and Performance ; See Water .	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 .		
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.		

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304-2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See Regenerative Agriculture ; See Partnerships and Collaboration ; See Supplier Code of Conduct .		
304-3	Habitats protected or restored	See Regenerative Agriculture ; See Partnerships and Collaboration ; See Supplier Code of Conduct .		
EMISSIONS				
103	Disclosure of Management Approach	See Better Planet ; See Energy and Emissions ; See Environmental Sustainability Commitment ; See Environment (2021 Management's Discussion and Analysis, page 17); See Climate Change (2021 Management's Discussion and Analysis, page 21).	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	See Environmental Management and Performance .	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	See Environmental Management and Performance .		

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305-3	Other indirect (Scope 3) GHG emissions	See Environmental Management and Performance .	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	See Environmental Management and Performance .	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	See Environmental Management and Performance .		
305-7	Nitrogen-oxides (Nox), sulfur oxides (SOx) and other significant air emissions	See Environmental Compliance Reports .		
WASTE				
103	Disclosure of Management Approach	See Better Planet ; See Solid Waste ; See Environmental Sustainability Commitment ; See Environment (2021 Management's Discussion and Analysis, page 17); See Climate Change (2021 Management's Discussion and Analysis, page 21).		

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306-1	Waste generation and significant waste-related impacts	See Solid Waste .		
306-2	Management of significant waste-related impacts	See Solid Waste .		
306-3	Waste generated	See Environmental Management and Performance .		
306-4	Waste diverted from disposal	See Environmental Management and Performance ; See Solid Waste .		
306-5	Waste directed to disposal	See Solid Waste .		
ENVIRONMENTAL COMPLIANCE				
103	Disclosure of Management Approach	See Environmental Sustainability Commitment ; See Environmental Compliance Reports ; See Supplier Code of Conduct .		
307-1	Non-compliance with environmental laws and regulations	Our Greenleaf business was assessed a penalty of \$252,000 for a wastewater non-compliance at our Turners Falls, USA location. This was given from an US EPA Compliance Agreement and Final Order (with penalty). The non-compliance has been corrected and the matter is closed.	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 Supplier Code of Conduct .		
308-1	New suppliers that were screened using environmental criteria	See Supplier Code of Conduct .		

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SOCIAL: LABOUR PRACTICES AND DECENT WORK				
EMPLOYMENT				
103	Disclosure of Management Approach	See Careers ; See Leadership and Development ; See Employee Benefit Plan (2021 Management's Discussion and Analysis, page 12).		
401-1	New employee hires & employee turnover	<p>We had 3,643 new employees (salary and hourly) in 2021.</p> <p>Gender: Female: 1,439 (40%); Male 2,204 (60%)</p> <p>Age: Under 30: 1,827 (50%); 30-49: 1,374 (38%); 50+: 442 (12%)</p> <p>Region: Canada: 3,322 (91%); United States: 320 (9%); International: 1 (.03%)</p> <p>We had 4,367 employees leave (salary and hourly) in 2021.</p> <p>Gender: Female: 1,769 (41%); Male 2598 (59%)</p> <p>Age: Under 30: 1,847 (42%); 30-49: 1,795 (41%); 50+: 725 (17%)</p> <p>Region: Canada: 4,056 (93%); United States: 311 (7%)</p>		
401-2	Benefits provided to full-time employees not provided to temporary/part-time employees	The only benefit which is standard for Full-time employees but not provided to temporary or Part-time employees is the Disability benefits in Canada. Significant areas of operation are defined by city or state.		

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LABOUR/MANAGEMENT RELATIONS				
103	Disclosure of Management Approach	See <u>Code of Business Conduct</u> .		
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 2021 related to these factors.		
OCCUPATIONAL HEALTH & SAFETY				
103	Disclosure of Management Approach	See <u>Occupational Health and Safety</u> ; See <u>Occupational Health and Safety Policy</u> .		
403-1	Occupational health & safety management system	See <u>Occupational Health and Safety</u> .	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 <u>Occupational Health and Safety</u> .		

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403-3	Occupational health services	See Occupational Health and Safety . Maple Leaf Foods secures all personal health-related information to maintain confidentiality. A worker's written authorization to disclose health information must be obtained prior to disclosure. Occupational health services procedures and job descriptions include the requirement to maintain confidentiality. Workers' personal health-related information and their participation in any services or programs is not used for any favourable or unfavourable treatment of workers.		
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 ; See Mental Health and Well-Being .		
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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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): 2 iii. The number and rate of recordable work-related injuries: 58 iv. The main types of work-related injury: fractures and lacerations v. The number of hours worked: 24,046,931 <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): 0 iii. The number and rate of recordable work-related injuries: 7 iv. The main types of work-related injury: lacerations and eye injuries v. The number of hours worked: 1,990,570 (approximate) <p>See Occupational Health and Safety.</p>	FB-MP-320a.1	FB-MP-320a.1: (1) Total recordable incident rate (TRIR) and (2) fatality rate

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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: 8 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 <p>See Occupational Health and Safety.</p>		
TRAINING & EDUCATION				
103	Disclosure of Management Approach	<p>See Careers; See Leadership and Development.</p>		
404-1	Average hours of training per year per employee	<p>Average hours of training for salaried employees was 13.59 hours for all courses.</p> <p>Average hours of training per hourly employee was approximately 8.1 hours for all courses.</p> <p>Average hours of training per hourly female employee was 7.1 hours; per male employee, 7.2 hours for operations and manufacturing courses only.</p> <p>Note: Gender data is not widely available for salaried employees or for Leadership and Learning or Information Solutions courses.</p>		

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404-2	Programs for upgrading employee skills and transition assistance programs	<p>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 2021, 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.</p> <p>See Leadership and Development.</p>		
DIVERSITY AND EQUAL OPPORTUNITY				
103	Disclosure of Management Approach	See Diversity, Equity and Inclusion .		

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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: Gender: 81% male; 19% female Age: 30-50 yrs: 44%; Over 50 yrs: 56%</p> <p>Employee Group Breakdown</p> <p>Hourly: Gender: 57% male; 43% female Age: Under 30 yrs: 16%; 30-50 yrs: 51%; Over 50 yrs: 33%</p> <p>Salaried: Gender: 53% male; 47% female Age: Under 30 yrs: 19%; 30-50 yrs: 55%; Over 50 yrs: 27%</p> <p>Admin/Coordinator/Analyst: Gender: 57% male; 42% female. Age: Under 30 yrs: 25%; 30-50 yrs: 50%; Over 50 yrs: 25%</p> <p>Supervisor/Sr. Specialist: Gender: 56% male; 44% female. Age: Under 30 yrs: 12%; 30-50 yrs: 51%; Over 50 yrs: 37%</p> <p>Manager: Gender: 51% male; 49% female. Age: Under 30 yrs: 7%; 30-50 yrs: 57%; Over 50 yrs: 35%</p> <p>Director: Gender: 64% male; 36% female Age: 30-50 yrs: 67%; Over 50 yrs: 33%</p> <p>Vice President: Gender: 72% male; 28% female Age: 30-50 yrs: 49%; Over 50 yrs: 51%</p>		

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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: 79.9% Vice-President: 80.1% Director: 96.4% Manager: 96.8% Supervisor/Sr. Spec: 98.2% Admin/Coord/Analyst: 100.7%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men:</p> <p>Senior Leadership Team: 56.1% Vice-President: 78.1% Director: 96.6% Manager: 97.3% Supervisor/Sr. Spec: 98.6% Admin/Coord/Analyst: 100.4%</p> <p>* Data represents all Canadian and U.S. operating locations, excluding Viau.</p>		
SOCIAL: HUMAN RIGHTS				
NON-DISCRIMINATION				
103	Disclosure of Management Approach	See Ethical Business Conduct ; See Code of Business Conduct .		
406-1	Incidents of discrimination and corrective actions taken	There was one incident of discrimination in 2021 that came via the Ethics line and a thorough investigation was completed and confidential remediation plans were implemented at the individual and plant level.		

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FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
103	Disclosure of Management Approach	See Ethical Business Conduct ; See Code of Business Conduct ; See Supplier Code of 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 2021.		
CHILD LABOUR				
103	Disclosure of Management Approach	See Ethical Business Conduct ; See Code of Business Conduct ; See Supplier Code of Conduct .		
408-1	Operations and suppliers at significant risk for incidents of child labour	Our primary operations and key suppliers are located in Canada and the U.S. in 2021 and adhere to all Canadian and international child labour laws.		
FORCED OR COMPULSORY LABOUR				
103	Disclosure of Management Approach	See Ethical Business Conduct ; See Code of Business Conduct ; See Supplier Code of 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 2021 and adhere to all Canadian and international labour laws.		

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SECURITY PRACTICES				
103	Disclosure of Management Approach	See <u>Code of Business Conduct</u> .		
410-1	Security personnel trained in human rights policies or procedures	All security is expected to follow Maple Leaf Foods' Code of Business Conduct.		
RIGHTS OF INDIGENOUS PEOPLES				
103	Disclosure of Management Approach	See <u>Code of Business Conduct</u> .		
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 <u>Ethical Business Conduct</u> ; See <u>Code of Business Conduct</u> .		
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.		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
SOCIAL: SOCIETY				
LOCAL COMMUNITIES				
103	Disclosure of Management Approach	See Better Communities ; See Food Insecurity ; See Maple Leaf Centre for Food Security .		
413-1	Operations with local community engagement, impact assessments, and development programs	See Food Insecurity . Our pursuit of shared value creation means we seek a meaningful role in solving social problems where we have a unique capability to engage. Creating social value is a cornerstone of our business model, our purpose and vision.		
413-2	Operations with significant actual and potential negative impacts on local communities	In 2021, we resolved the noise issue from the previous year and are still working to resolve the outstanding odour issue at that facility. We received a noise complaint during the construction of a new major project that is under review and mitigation options are being considered.		
SUPPLIER SOCIAL ASSESSMENT				
103	Disclosure of Management Approach	See Supplier Code of Conduct .		
414-1	New suppliers that were screened using social criteria	See Supplier Code of Conduct .		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
PUBLIC POLICY				
103	Disclosure of Management Approach	See Code of Business Conduct .		
415-1	Political contributions	Maple Leaf Foods made no political donations in 2021.		
SOCIAL: ANIMAL WELFARE				
103	Disclosure of Management Approach	See Better Care ; See 2021 Animal Care Performance Report. See Climate Change (2021 Management's Discussion and Analysis, 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 2021 Animal Care Performance Report.		
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	See 2021 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 2021 Animal Care Performance Report.	FB-MP-410a.1	FB-MP-410a.1: Percentage of pork produced without the use of gestation crates

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 2021 Animal Care Performance Report; 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 2021, Maple Leaf Foods had two (2) corrective action requests (CARs) and one (1) 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 CFIA for approval, and all actions taken will be reviewed to close the CAR. All warnings issued in 2021 were resolved and closed.		
SOCIAL: PRODUCT RESPONSIBILITY				
CUSTOMER HEALTH AND SAFETY				
103	Disclosure of Management Approach	See Food Safety ; See Nutrition .		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
416-1	Assessment of the health and safety impacts of product and service categories	<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. 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> <p>See Food Safety; See Nutrition.</p>	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
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 .		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
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 .		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	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. In 2021, Maple Leaf Foods had twenty one (21) Regulatory noncompliance (NCs). There were zero (0) food safety-related product recalls and two (2) voluntary quality-related product withdrawals. Of the 21 warnings issued by CFIA to MLF facilities, the top three reasons were Sanitation (9), Building Fabric (3) 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 CAR. All warnings issued in 2021 were resolved and closed. Of the two voluntary product withdrawals, one was related to a seal integrity issue and the other was an underweight product. Maple Leaf Foods did not have any food safety or quality-related market bans in 2021.	FB-MP-250a.3 FB-MP-250a.4	FB-MP-250a.3: (1) Number of recalls issued and (2) total weight of products recalled FB-MP-250a.4: Discussion of markets that ban imports of the entity's products
MARKETING AND LABELING				
103	Disclosure of Management Approach	See Food Safety ; See Nutrition .		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
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 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>		
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2021, we had two (2) voluntary withdrawals related to product weight and seal integrity.		
417-3	Incidents of non-compliance concerning marketing communications	None		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
CUSTOMER PRIVACY				
103	Disclosure of Management Approach	See <u>Code of Business Conduct</u> .		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None		
SOCIOECONOMIC COMPLIANCE				
103	Disclosure of Management Approach	See <u>Code of Business Conduct</u> .		
419-1	Non-compliance with laws and regulations in the social and economic area	No monetary fines were imposed on Maple Leaf Foods in 2021 related to non-compliance with laws and regulations in the social and economic area.		