



# 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.
GRI 102-2	Organization’s activities, brands, products and services	<ul style="list-style-type: none"> <li>a. Maple Leaf Foods is a leading provider of food products to the foodservice sector and of private label retail brands.</li> <li>b. Maple Leaf®, Maple Leaf Prime®, Maple Leaf Natural Selections®, Schneiders®, Schneiders® Country Naturals®, Mina® and the Greenfield Natural Meat Co.™</li> </ul>
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.



**GRI Index** (continued)

<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 Canadian value-added fresh and prepared meats company, making high-quality, innovative products under many national brands. The Company employs approximately 11,500 people and does business in Canada, the U.S. and Asia. Refer to our annual report for sales information: <a href="#">2017 Annual Report</a> (page 2).</p> <p>Our operations are located in Canada and the U.S. In 2017, we operated two fresh pork facilities; four fresh poultry facilities; one fresh turkey facility, 13 prepared meats facilities; one plant-based protein facility; three poultry hatcheries; and two distribution centres. In addition, we own (or lease) approximately 300 pig barns that supply our fresh and prepared meat 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 January of 2018, we acquired Field Roast Grain Meat Co., which produces and distributes premium grain-based protein and vegan cheese products. The Field Roast facility is located in Seattle, Washington.</p>



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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 102-8</b>	Information on employees and other workers	<p>a. Maple Leaf Foods employed 11,430 people (excluding those on long-term disability [LTD]) as of December 31, 2017.</p> <p>b. There are a total of 11,305 permanent employees and 125 temporary employees.  <b>Regional Breakdown:</b>            Permanent (ON - 5,207, MB - 4,085, AB - 942, SK - 699, QC - 223, US (Lightlife) - 105, Other - 44)            Temporary (ON - 65, MB - 41, SK - 15, QC - 3, AB - 1)</p> <p>c. There are a total of 11,165 full-time employees and 265 part-time employees  <b>Gender Breakdown:</b>            Full-Time (4,676 females, 6,489 males)            Part-Time (100 females, 165 males)</p> <p>d. A significant portion of the organization's activities are 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 March 18, 2018, with an effective date of December 31, 2017. It is based on contract and regular hourly and salary individuals. It excludes those on LTD, salary continuance, students, international and USA Maple Leaf Foods employees other than Lightlife, which is included.</p>
<b>GRI 102-9</b>	Describe the organization's supply chain	See Maple Leaf Foods' value chain.
<b>GRI 102-10</b>	Significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain	<p>In the fourth quarter of 2017, the Company announced the closure of its St-Anselme, Quebec, pastry facility.</p> <p>In addition, in January 2018, the Company acquired 100% of Field Roast Grain Meat Co., a privately held U.S.-based corporation engaged in the production and distribution of premium grain-based protein and vegan cheese products.</p>



**GRI Index (continued)**

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
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> (2017 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	See <a href="#">Collaboration</a> . See <a href="#">Leadership and collaboration</a> .
<b>STRATEGY AND ANALYSIS</b>		
GRI 102-14	Statement from the most senior decision-maker of the organization	See <a href="#">A message from our CEO, Michael McCain</a> .
<b>ETHICS AND INTEGRITY</b>		
GRI 102-16	Organization's values, principles, standards and norms of behaviour	See <a href="#">Maple Leaf Foods – Values</a> . See <a href="#">Our Sustainable Meat Principles</a> . See <a href="#">Our journey toward better food</a> .
GRI 102-17	<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>



**GRI Index** (continued)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>GOVERNANCE</b>		
GRI 102-18	Governance structure	See <a href="#">Governance</a> . See <a href="#">Corporate Governance</a> (2017 Annual Report, page ix).
GRI 102-19	Process for delegating authority for economic, social and environmental topics	See <a href="#">Governance</a> . See <a href="#">Corporate Governance</a> (2017 Annual Report, page ix).
GRI 102-20	Executive-level positions responsible for economic, social and environmental topics	Our Chief Food Safety and Sustainability Officer reports directly to our CEO and our Safety & Sustainability Committee of our Board – Maple Leaf Foods’ highest governance body for sustainability. See <a href="#">Governance</a> .
GRI 102-21	Process for consultation between stakeholders and highest governance body on economic, social and environmental topics	See <a href="#">Governance</a> .
GRI 102-22	Composition of the highest governance body	See <a href="#">Governance</a> . See <a href="#">Corporate Governance</a> (2017 Annual Report, page ix).



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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 102-23	Indicate whether the Chair of the highest governance body is also an executive officer	See <a href="#">Corporate Governance</a> (2017 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> (2017 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> (2017 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> (2017 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 & 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 & 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, 2017, we have approximately 7,800 employees covered by 20 collective agreements in Canada, which represents approximately 70% 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> (2017 Annual Report, page 1).  Maple Leaf Foods is the entity covered by this report.



**GRI Index** (continued)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 102-46	<p>Defining report content and topic Boundaries</p> <p>a. An explanation of the process for defining the report content and the topic Boundaries</p> <p>b. An explanation of how the organization has implemented the Reporting Principles for defining report content</p>	See <a href="#">Materiality</a> .
GRI 102-47	<p>List of material topics</p> <p>a. A list of the material topics identified in the process for defining report content</p>	See <a href="#">Materiality</a> .
GRI 102-48	Effect of any restatement of information in previous reports	<p>In 2017, we implemented a new company-wide utility management system. This new system allowed us to obtain more detailed utility consumption and emissions data. Therefore, for this year's environmental performance summary, we have restated our footprint intensity performance back to our baseline year (2014), using updated data.</p> <p>See <a href="#">Our BIG, BOLD goals!</a></p>
GRI 102-49	Significant changes from previous reporting in scope of priorities	No significant changes in 2017.
GRI 102-50	Reporting period	January 1, 2017 to December 31, 2017.
GRI 102-51	Date of most recent report	See <a href="#">2016 Sustainability Report</a> (released in 2017).





**GRI Index** (continued)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
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 2017. Maple Leaf Foods does not currently have a policy that requires external assurance for its annual sustainability reporting.



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
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**CATEGORY: ECONOMIC**

<p><b>Disclosure of Management Approach</b></p>	<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 2017 Sustainability Report, unless otherwise specified.</p> <p>In 2010, the Company embarked upon a multi-year Value Creation Plan (the “Plan”) to modernize and consolidate the prepared meats supply chain. 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 two, the closure of eight legacy manufacturing plants and the expansion of three others. See <a href="#">Completion of Value Creation Plan</a> [2016 Annual Report, page 2].</p> <p>In 2017, the Company started an initiative to renovate our prepared meats portfolio with the aim of improving the taste, nutrition value, affordability and sustainability of our products and accelerating growth of our product portfolio. 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, 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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Safety &amp; Sustainability Committee of the Board and an annual report to the Board; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
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**MATERIAL ASPECT: ECONOMIC PERFORMANCE**

<p>GRI 201-1</p>	<p>Direct economic value generated and distributed</p>	<p>See <a href="#">Consolidated Balance Sheets</a> [2017 Annual Report, page 32].</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>
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 Benefits Plans</a> (2017 Annual Report, page 11).
GRI 201-4	Financial assistance received from government	Maple Leaf Foods received the following funding in 2017: \$376K municipal tax abatement for the Lagimodiere plant; \$3M from AgriStability for Maple Leaf Agri-Farms (MLAF); \$105K from the Manitoba Manure Management Program for MLAF; \$500K from Growing Forward 2 for expansion of bacon production at Lagimodiere; and \$414K from Growing Forward 2 for the Edmonton poultry re-balance project.
<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).
GRI 202-2	Proportion of senior management hired from the local community at significant locations of operation	100% of our Senior Management Team 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.



**GRI Index (continued)**

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS</b>		
GRI 203-1	Development and impact of infrastructure investments and services supported	Capital expenditures for 2017 were \$142.2 million. See <a href="#">Capital Expenditures</a> (2017 Annual Report, page 6). A portion of this investment is related to the purchase of sow farms and sustainability projects which 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 referring to 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>
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.



**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: 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's Code of Business Conduct is presented to all employees annually. All Maple Leaf 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	Maple Leaf Foods had no incidents of corruption in 2017.
<b>CATEGORY: ENVIRONMENTAL</b>		
<b>Disclosure of Management Approach</b>	<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 2017 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 it operates. It operates within the framework of an environmental policy entitled "Our Environmental Sustainability Commitment" that has been approved by the Board of Directors' Safety &amp; Sustainability Committee. 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>	



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<p><b>Disclosure of Management Approach</b></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 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="#">2017 Annual Report, page 19</a>).</p> <p>Maple Leaf Foods is pursuing a comprehensive strategy and actions across its four sustainability pillars that encompass all facets of its business. Building leadership in sustainability is a competitive advantage for the Company, as the market increasingly seeks suppliers who produce protein with the highest standards of nutrition, animal care, social engagement and environmental sustainability (see <a href="#">2017 Annual Report, page 2</a>).</p> <p>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.</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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Safety &amp; Sustainability Committee of the Board and an annual report to the Board; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	

**MATERIAL ASPECT: MATERIALS**

GRI 301-1	Materials used by weight or volume	Not reported at this time. We are establishing our materials baseline.
GRI 301-2	Percentage of materials used that are recycled input materials	Not reported at this time. We are establishing our materials baseline.



**GRI Index** (continued)

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 301-3	<p>Reclaimed products and their packaging materials</p> <p>a. Percentage of reclaimed products and their packaging materials for each product category</p> <p>b. How the data for this disclosure have been collected</p>	Not reported at this time. We are establishing our materials baseline.
MATERIAL ASPECT: ENERGY		
GRI 302-1	Energy consumption within the organization	<p>Electricity (kWh): 353,624,763</p> <p>Natural gas (m<sup>3</sup>): 56,374,894</p> <p>See <a href="#">Environmental footprint performance summary</a>.</p>
GRI 302-2	Energy consumption outside of the organization	We are developing our Scope 3 consumption baseline.
GRI 302-3	Energy intensity	<p>Electricity (kWh/1,000 kg of production): 554.81</p> <p>Natural gas (m<sup>3</sup>/1,000 kg of production): 88.45</p> <p>See <a href="#">Environmental footprint performance summary</a>.</p>
GRI 302-4	Reduction of energy consumption	<p>Electricity (kWh): 4,622,033</p> <p>Natural gas (m<sup>3</sup>): -2,149,420</p>



**GRI Index (continued)**

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: WATER</b>		
GRI 303-1	Total water withdrawal by source	8,738,625 m <sup>3</sup> of water withdrawn in 2017. 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's withdrawal of water.
GRI 303-3	Percentage and total volume of water recycled and reused	Not reported at this time due to data limitations.
<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	In 2017, Maple Leaf Foods was not involved in any formal habitat protection or restoration programs.
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.





**GRI Index** (continued)

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: EMISSIONS</b>		
GRI 305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Stationary sources: 106,899 CO <sub>2</sub> e (tonnes) Transportation sources: 9,380 CO <sub>2</sub> e (tonnes)
GRI 305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	32,049 CO <sub>2</sub> e (tonnes)
GRI 305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Employee air travel, heavy truck and rail freight: 108,545 CO <sub>2</sub> e (tonnes)
GRI 305-4	Greenhouse gas (GHG) emissions intensity	0.23 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	-9,910 CO <sub>2</sub> e (tonnes)
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>		
GRI 306-1	Total water discharge by quality and destination	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>
GRI 306-2	<p>Total weight of waste by type and disposal method</p> <p>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)</p> <p>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)</p>	<p>Our approximate 2017 solid waste disposal (tonnes): Organics: 10,407 (58%) Plastics: 2,741 (15%) Paper fibres: 2,023 (12%) Non-recyclables: 2,294 (12%) Metals, glass, other: 518 (2%)</p> <p>We conduct third-party solid-waste audits at our facilities to calculate our waste diversion rate. In 2017, our company waste diversion rate was 91.8%.</p>
GRI 306-3	Total number and volume of significant spills	No significant spills in 2017.
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.
<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	No fines or non-monetary sanctions in 2017.



GRI Index (continued)

TOPIC-SPECIFIC STANDARD DISCLOSURES

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
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**SOCIAL: LABOUR PRACTICES AND DECENT WORK**

<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 2017 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.</p> <p>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>We strive for zero occupational injuries in the workplace, a goal driven by a commitment to employee safety, to our Safety Promise and to continuous improvement in our safety protocols. We have an established governance structure to embed Occupational Health and Safety (OHS) and operational risk management across the Company, which includes regular direct reporting to the Safety &amp; Sustainability Committee of the Board of Directors.</p> <p>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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Safety &amp; Sustainability Committee of the Board and an annual report to the Board; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
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**GRI Index (continued)**

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: EMPLOYMENT</b>		
GRI 401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	<p>We had 2,879 new employees (salary and hourly) in 2017. Female: 30.2%; Male: 69.8% Under 30: 40.7%; 30-50: 47.7%; 50+: 11.6%</p> <p>We had 2,656 employees leave in 2017: Female: 29.8%; Male: 70.2% Under 30: 34.0%; 30-50: 45.4%; 50+: 20.6%</p>
GRI 401-2	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 workweek. 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.
GRI 401-3	Return to work and retention rates after parental leave, by gender	The retention rate post-parental leave is 78.9% for females based on 166 total women who took a leave in 2016, and 78.8% for males based on 99 total men who took a leave in 2016.
<b>MATERIAL ASPECT: LABOUR/MANAGEMENT RELATIONS</b>		
GRI 402-1	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.
FP3	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country	Zero lost time in 2017 related to these factors.



**GRI Index** (continued)

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>		
GRI 403-1	Joint Health and Safety Committee: Report the level at which each formal joint management-worker health and safety committee typically operates within the organization	Formal health and safety committees exist at all Maple Leaf Foods manufacturing and agricultural operations. 100% of Maple Leaf Foods employees are represented by formal health and safety committees, including hourly employees in manufacturing and agricultural operations locations.  See <a href="#">Occupational Health and Safety (OHS) at Maple Leaf Foods</a> .
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<p><b>Types of Injuries (workforce members across Canada):</b>            1,546 first aid incidents: 907 male; 639 female            77 medical treatment incidents: 56 male; 21 female            10 lost time incidents: 8 male; 2 female            4 occupational disease first aid claims: 0 male; 4 female            2 occupational disease WSIB claims: 2 male; 0 female            0 fatalities</p> <p><b>2017 Injury Rates:</b>            2017 Total Recordable Incident Rate = 0.845            2017 Medical Treatment Incident Rate = 0.748            2017 Occupational Diseases First Aid Incident Rate = 0.039            2017 Occupational Diseases WSIB Claim Incident Rate = 0.019            2017 Lost Time Injury Frequency Rate = 0.097            2017 Lost Time Injury Severity Rate (Lost Day Rate*) = 3.981</p> <p>Note: Lost days for claims prior to 2017 (but incurred in 2017) are included. There is no cap to the number of days. Lost days are scheduled work days. The “lost days” count starts the day after the accident.</p>



**GRI Index** (continued)

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<p><b>Supervised Workers (non-Maple Leaf Foods employees):</b>            2 recordable incidents: 2 male; 0 female            6 first aid incidents: 4 male; 2 female            3 report-only incidents: 2 male; 1 female            2 near-miss incidents: 2 male; 0 female            0 occupational diseases with supervised workers            0 lost day rate or absentee rate for supervised workers</p> <p>Note: Total hours for supervised workers are not tracked. Therefore, no injury rate is available for incidents with non-Maple Leaf Foods employees.</p> <p><b>Independent Contractors:</b>            3 near-miss incidents: 2 male; 1 female            2 medical treatments: 2 male; 0 female            0 first aid incidents            0 report-only incidents            0 occupational diseases            0 lost day rate or absentee rate            0 fatalities</p> <p>Note: Total hours for independent contractors are not tracked. Therefore, no injury rate is available for incidents with independent contractors.</p> <p>The Occupational Safety and Health Administration (OSHA) Recordable Incident Rate is the safety metric which Maple Leaf Foods Inc. uses for internal record-keeping of occupational injuries and illnesses. The OSHA requirements meet the guidance provided by the International Labour Organization (ILO) code for recording and notification of occupational accidents and diseases.</p> <p>See <a href="#">Occupational Health and Safety (OHS) at Maple Leaf Foods</a>.</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 403-3	Workers with high incidence or high risk of diseases related to their occupation	Maple Leaf Foods' Total Recordable Incident Rate for strain injuries was 0.039 in 2017.
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	Fifteen local formal collective bargaining agreements with trade unions cover health and safety. 6.9% of formal agreements with trade unions cover health and safety.
<b>MATERIAL ASPECT: TRAINING AND EDUCATION</b>		
GRI 404-1	Average hours of training per year per employee, by gender and by employee category	The average hours of training per hourly employee in 2017 was approximately 7.02 hours.  Average hours of training per hourly female employee was 4.8 hours; per male employee was 5.5 hours.  Note: Gender data not available for salaried employees.
GRI 404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	We have over 250 training and other programs that were offered in 2017 for active employees. In addition, for those employees that were affected by any involuntary termination in 2017, we included outplacement counselling as part of the severance agreement. This offering, at our cost, provides individuals with assistance in transitioning to their next opportunity or retirement.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	In 2017, 98% of salaried employees (all genders and employee categories) received regular performance and career development reviews through our Annual Performance Assessment and Development Process, of which 44% were female and 56% were male.



**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 nine individuals, of which 77.8% are male and 22.2% are female.</p> <p>The Senior Leadership Team (SLT) is 86.7% male and 13.3% female. 13.3% are between 30 and 50; 86.7% are over 50.</p> <p>The Senior Management Forum (SMF) is 78.6% male and 21.4% female. 52.4% are between 30 and 50; 47.6% are over 50.</p> <p>The Diversity &amp; Inclusion Council is 66.6% male and 33.3% female. 33.3% are between 30 and 50; 66.6% are over 50.</p> <p><b>Employee Group Breakdown:</b></p> <p>Hourly: 58.9% male and 41.1% female. 12.7% are under 30; 55.5% are between 30 and 50; 31.8% are over 50.</p> <p>Admin/Coordinator/Analyst: 39.2% male and 60.8% female. 25.0% are under 30; 48.2% are between 30 and 50; 26.8% are over 50.</p> <p>Supervisor/Sr. Specialist: 68.8% male and 31.2% female. 12.2% are under 30; 61.8% are between 30 and 50; 26.0% are over 50.</p> <p>Manager: 59.7% male and 40.3% female. 5.4% are under 30; 61.0% are between 30 and 50; 33.6% are over 50.</p> <p>Director: 71.8% male and 28.2% female. 0.6% are under 30; 57.6% are between 30 and 50; 41.8% 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 at December 31, 2017, for salaried Maple Leaf Foods staff, the ratio of basic salary of women to men: VP: 96.9%; Director: 95.6%; Manager: 97.5%; Professional – Sales: 98.7%; Professional – Non-Sales: 96.3%; Clerical: 102%.</p> <p>As at December 31, 2017, for salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men: VP: 95.2%; Director: 94.6%; Manager: 97.0%; Professional – Sales: 95.2%; Professional – Non-Sales: 94.4%; Clerical: 101.9%.</p> <p>Note: Data represents all Canadian operating locations.</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 2017 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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Safety &amp; Sustainability Committee of the Board and an annual report to the Board; 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	Six alleged incidents of discrimination were investigated and resolved in 2017, four of which were addressed through our Ethics Hotline.
<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.
<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 2017 and adhere to all Canadian and international child labour laws.
<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 2017 and adhere to all Canadian and international labour laws.



**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>		
<b>GRI 410-1</b>	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 PEOPLE</b>		
<b>GRI 411-1</b>	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.
<b>MATERIAL ASPECT: HUMAN RIGHTS ASSESSMENT</b>		
<b>GRI 412-1</b>	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	None of Maple Leaf Foods' operations have been subject to human rights reviews or impact assessments.
<b>GRI 412-2</b>	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 are required to complete the <i>Accessibility for Ontarians with Disabilities Act (AODA)</i> training when joining the organization. All salaried employees review and sign our Code of Business Conduct on an annual basis.
<b>GRI 412-3</b>	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
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**SOCIAL: SOCIETY**

<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 2017 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 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 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 will support initiatives that promote dignity and build individual and community capacity.</li> <li>2. We will seek out partners that seek to achieve sustainable solutions to food insecurity.</li> <li>3. We will work closely with community partners to identify needs and solutions that reflect local and cultural priorities.</li> <li>4. We will actively support and facilitate our people's involvement in community outreach.</li> <li>5. We will build partnerships with governments, academia, social profit organizations and industry to increase our collective impact.</li> <li>6. We will implement a fact-based approach to understand needs and to measure social return on investment for both our community partners and ourselves.</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 nationally and globally.</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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Committee of the Board and an annual report to the Board; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
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**GRI Index (continued)**

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: LOCAL COMMUNITIES</b>		
GRI 413-1	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 Foods Centre for Action on Food Security (<a href="http://www.feedopportunity.com">www.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 Innovation Fund will invest in innovative food security initiatives based on dignity, empowerment and skill 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 build further understanding of the issues and approaches, and enable knowledge transfer.</p>
GRI 413-2	Operations with significant actual or potential negative impacts on local communities	Our operations had no significant negative impacts on local communities in 2017.
<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 2017.



**GRI Index (continued)**

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: ANIMAL WELFARE</b>		
<b>Disclosure of Management Approach</b>		<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 2017 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 Animal Care Commitment covers all Canadian provinces where we currently operate, and it covers the species of the 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 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 with or exceedance of Canadian regulations and accepted industry best practices. There are many examples of industry best practices 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>



**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 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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Safety &amp; Sustainability Committee of the Board and an annual report to the Board; 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 2017, 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 its 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="#">Maple Leaf Foods' animal care commitment</a> .
<b>FP11</b>	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	Pork: 100% of our market hogs are raised in open housing. In 2017, approximately 50% of sows under our direct control had transitioned to open housing. Chicken: 100% of our chickens are in open (free-run) housing.
<b>FP12</b>	Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments, by species and breed type	See <a href="#">Maple Leaf Foods' animal care commitment</a> .
<b>FP13</b>	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 2017, 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.



**GRI Index** (continued)

**TOPIC-SPECIFIC STANDARD DISCLOSURES**

SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
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**SOCIAL: PRODUCT RESPONSIBILITY**

<p><b>Disclosure of Management Approach</b></p>	<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 2017 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods strives to contribute to the creation of a sustainable food and meat industry, and to 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="#">2017 Annual Report, page 16</a>).</p> <p>Our goal is to always provide consumers with 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 seeking better ways to make safe food; 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; quarterly detailed reporting to the Senior Management Forum (40+ members of the management team); quarterly reporting to the Safety &amp; Sustainability Committee of the Board and an annual report to the Board; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
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**GRI Index (continued)**

TOPIC-SPECIFIC STANDARD DISCLOSURES		
SPECIFIC STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY</b>		
GRI 416-1	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 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>
FP5	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.
FP6	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. 75% of our prepared meats products currently meet updated Health Canada sodium guidelines. 61 new products launched in 2017 comply with Health Canada’s sodium guidelines. A very small percentage of our products contain artificial trans-fats.
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	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>
GRI 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, the United States Department of Agriculture (Food Safety and Inspection Services), and international food safety and health agencies of the countries where we sell products.</p> <p>In 2017, Maple Leaf Foods had two (2) food safety-related product recalls, both in the same further processed meat establishment. Each recall was handled swiftly and no monetary penalties were issued.</p>
<b>MATERIAL ASPECT: MARKETING AND LABELING</b>		
GRI 417-1	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 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>



**GRI Index** (continued)

<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>		
<b>SPECIFIC STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
GRI 417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	In 2017, we had zero (0) recalls related to product and service information and labeling.
GRI 417-3	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
<b>MATERIAL ASPECT: CUSTOMER PRIVACY</b>		
GRI 418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
<b>MATERIAL ASPECT: SOCIO-ECONOMIC COMPLIANCE</b>		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Maple Leaf Foods did not receive a monetary fine in 2017 related to sanctions for non-compliance with laws and regulations.