



Our food security goals and performance

2018 PRIORITIES	STATUS	OUR PERFORMANCE
Commit 1% of pre-tax profits (over \$2 million) to advance sustainable food security.		In 2018, Maple Leaf Foods contributed more than \$2 million to initiatives working to advance food security.
Donate \$1.5 million in healthy food donations.		In 2018, more than \$1.7 million of healthful product was donated to organizations with large distribution networks to reach those in need.
Conduct high-impact internal and external campaigns to raise awareness of food insecurity as an urgent social issue.		In addition to a variety of internal campaigns, Maple Leaf Foods ran a social media campaign to raise awareness of food insecurity across Canada. Vignettes featuring Centre Partners received more than 1.6 million views. FoodShare Vignette FoodFirstNL Vignette
Continue to advocate for a national food policy that alleviates food insecurity.		The Centre was actively involved in a multi-stakeholder group that advocated for the National Food Policy, with addressing food insecurity as a key priority. The Policy is expected to be released in 2019.

2019 PRIORITIES
<ul style="list-style-type: none">• Invest 1% of pre-tax profits to advance food security.• Contribute more than \$1.5 million of healthy food products.• Conduct high-impact internal and external campaigns to raise awareness of food insecurity as an urgent social issue.



Achieved



Partially Achieved






On Track



Did Not Meet



Our food security goals and performance (continued)

2018 PRIORITIES	STATUS	OUR PERFORMANCE
In line with the Centre's strategy, broaden collaboration and impact through new community partnerships that advance innovation and learning.		The Centre added four new partners in 2018, bringing the total number of funded partnerships to 15, with \$4.5 million in commitments.
Support the Centre's partners and community initiatives through increasing employee volunteerism and skills matching.		Maple Leaf Foods' people shared their time and talent with a variety of Centre partners and other food security related initiatives. This year, we were also able to launch a pilot where we provided Six Sigma training to food bank staff to help increase operational efficiency.
Convene an event that brings together civil society, private sector and industry, government and academia to build collaboration and share best practices to advance food security.		In March 2018, the Centre hosted its inaugural Food Security Symposium, which brought together more than 160 leaders from civil society, industry, government and academia to learn and share views, policy approaches and best practices.

2019 PRIORITIES
<ul style="list-style-type: none">• Develop and launch a comprehensive community involvement program, with the long-term goal of achieving 100% volunteerism.• Broaden collaboration and impact through scale programs and partnerships.



Achieved



Partially Achieved



On Track



Did Not Meet



Our people goals and performance

2018 PRIORITIES	STATUS	OUR PERFORMANCE
Execute a pilot hourly engagement survey at five locations to approximately 1,000 employees.		We completed a pilot survey for hourly employees at five of our facilities to understand engagement and enablement drivers. Specific actions are being implemented and progress is monitored by each site.
Implement actions from our salaried employees engagement survey at the team and enterprise level, with a focus on learning, and diversity and inclusion.		We are continuing to advance our progress on the path to 50% gender equality at the manager level and above. Our current gender diversity is 37% (compared to 2017 baseline).
Implement year three of our D&I strategy and actions to support mental health and a continued focus on gender diversity.		<p>We continued to achieve meaningful progress against the D&I goals through the success of the Maple Leaf Women's Impact Network (WIN) and the Women in Manufacturing (WIM) and Pride & Allies Employee Resource Groups.</p> <p>The "Women in Leadership" course offered in partnership with the Ivey Business School provided 48 senior and high-potential women with access to executive development and coaching.</p>

2019 PRIORITIES

- Continue to advance our progress on the path to 50% gender equity for leadership roles held by women by 2022 and support inclusiveness across Maple Leaf Foods.
- Update our overall Maple Leaf Foods People Strategy.
- Conduct a salaried engagement survey.



Achieved



Partially Achieved




On Track



Did Not Meet



Our people goals and performance (continued)

2018 PRIORITIES	STATUS	OUR PERFORMANCE
Roll out Leadership Foundations in 2018 to top leaders and develop programs to reinforce learning.		120 senior and high-potential leaders attended the Leadership Foundations program, a five-day leadership and business skills development program in partnership with the Richard Ivey School of Business.
Achieve 95% retention rate of top talent.		Achieved 95% retention rate on top talent.
Using our leadership talent review process, identify top talent at all levels of the organization to support the building of a leadership pipeline.		We continued our commitment to our annual performance and talent management processes to provide clear, meaningful feedback and direction regarding career growth through the Leadership Talent Review (LTR) process. It involved focused discussions on employees' performance (calibrating results and values), along with a ranking, assessment of potential and identification of development needs. Succession planning was conducted to define a pipeline of candidates who are developed and ready to assume leadership and/or critical positions.

2019 PRIORITIES

- Develop a mental health strategy focused on creating a psychologically healthy workplace for all.
- Continue to develop and implement learning and development solutions (classroom and online) that are accessible to all salaried employees.



Achieved



Partially Achieved







On Track



Did Not Meet

Our OHS goals and performance

2018 PRIORITIES	STATUS	OUR PERFORMANCE
Achieve TRIR of 0.90 or below.		Our full-year 2018 TRIR was 0.66. Our benchmarking indicates that this represents best-in-class performance across North America compared to the Bureau of Labour Statistics.
Achieve Days Away, Restricted or Transferred (DART) Rate of 0.40 or below.		Our full-year 2018 DART was 0.29. Our benchmarking indicates that this represents best-in-class performance across North America compared to the Bureau of Labour Statistics.
Achieve 100% completion of annual safety and health accident reduction plans (SHARP) by all sites.		Our full-year 2018 SHARP completion was 100%.
Achieve 100% completion of external safety audits.		Our full-year 2018 completion of external safety audits was 100%.

2019 PRIORITIES
<ul style="list-style-type: none"> • Achieve TRIR of 0.65 or below. • Achieve Days Away, Restricted or Transferred (DART) Rate of 0.30 or below. • Achieve 100% completion of annual safety and health accident reduction plans (SHARP) by all sites.



Achieved



Partially Achieved



On Track



Did Not Meet