

2022 ESG Index



GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
GENERAL DISCLOSURES				
ORGANIZATION AND REPORTING PRACTICES				
GRI 2-1	Activities, value chain, and other business relationships	The Company's legal name is Maple Leaf Foods Inc. ("Maple Leaf Foods" or "MLF" or "the Company"). Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI. The Company is headquartered in Mississauga, Ontario, Canada. Maple Leaf Foods has operations across Canada and three plant-based protein processing sites in the United States.		
GRI 2-2	Employees	See The Business (2022 Management's Discussion and Analysis, page 1). Maple Leaf Foods Inc. is the entity covered by this report.		
GRI 2-3	Reporting period, frequency and contact point	1 January 2022 to 31 December 31 2022. The Company reports annually for sustainability reporting and quarterly for financial reporting. The different reporting periods is due to readiness and availability of information. The publication date of sustainability-related information is by our Annual General Meetings in May. The contact point for reported information is sustainability@mapleleaf.com.		
GRI 2-4	Restatements of information	See Materiality; see Stakeholder Engagement; see Emissions Methodology.		
GRI 2-5	External assurance	See External Assurance Report.		

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ACTIVITIES AND WORKERS				
GRI 2-6	Activities, value chain, and other business relationships	See The Business (2022 Management's Discussion and Analysis, page 1). See The Company; See Our Brands.	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
GRI 2-7	Employees	<p>There are a total of 13,265 permanent employees: Gender breakdown - 5,658 females, 7,607 males Region breakdown - 12,819 Canada, 428 USA, 18 International</p> <p>There are 156 temporary employees: Gender breakdown - 86 females, 70 males Region breakdown - 154 Canada, 1 USA, 1 International</p> <p>There are 13,181 full-time employees: Gender breakdown - 5,637 females, 7,544 males Region breakdown - 12,735 Canada, 427 USA, 19 International</p> <p>There are 240 part-time employees: Gender breakdown - 107 females, 133 males Region breakdown - 238 Canada, 2 USA</p> <p>This data is based on the 94.4% (13,421) of people recorded and tracked in our enterprise information system as of December 31, 2022.</p>		

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GOVERNANCE				
GRI 2-9	Governance structure and composition	See Governance; see Corporate Governance; See Animal Care Advisory Council Members; see Our Leadership Team; see Governance and Risk Management (2022 Consolidated Financial Statements, page 70); see Risk Factors (2022 Management's Discussion and Analysis, page 19); see Environment (2022 Management's Discussion and Analysis, page 18); see Climate Change (2022 Management's Discussion and Analysis, page 23).		
GRI 2-10	Nomination and selection of the highest governance body	See Governance.		
GRI 2-11	Chair of the highest governance body	See Governance.		
GRI 2-12	Role of highest governance body in setting purpose, values, and strategy	See Governance; see Corporate Governance; see Governance and Risk Management (2022 Management's Discussion and Analysis, page 70); see Risk Factors (2022 Management's Discussion and Analysis, page 19); see Materiality and Reporting.		
GRI 2-13	Delegation of responsibility for managing impacts	See Governance; see Corporate Governance; see Governance and Risk Management (2022 Management's Discussion and Analysis, page 70); see Risk Factors (2022 Management's Discussion and Analysis, page 19).		
GRI 2-14	Highest governance body's role in sustainability reporting	See Governance.		
GRI 2-15	Conflicts of interest	See Governance.		

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GRI 2-17	Collective knowledge of highest governance body	See Governance; See Environment (2022 Management's Discussion and Analysis, page 18); see Climate Change (2022 Management's Discussion and Analysis, page 23).		
GRI 2-19	Remuneration policies	See Management Information Circular.		
GRI 2-20	Process for determining remuneration	See Management Information Circular.		
GRI 2-21	Annual total compensation ratio	See Management Information Circular.		
STRATEGY, POLICIES AND PRACTICES				
GRI 2-22	Statement on sustainable development strategy	See Chairman and CEO Letter.		
GRI 2-23	Policy commitments	See Governance.		
GRI 2-24	Embedding policy commitments	See Governance.		
GRI 2-25	Process to remediate negative impacts	See Governance.		

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GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>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.</p> <p>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 Senior Leadership Team.</p> <p>See Code of Business Conduct; see Supplier Code of Conduct.</p>		
GRI 2-27	Compliance with laws and regulations	There were no significant instances of non-compliance in 2022.		
GRI 2-28	Membership associations	See Associations and Partnerships.		
STAKEHOLDER ENGAGEMENT				
GRI 2-29	Approach to stakeholder engagement	See Materiality and Stakeholder Engagement; see Associations and Partnerships.		
GRI 2-30	Collective bargaining agreements	As at December 31, 2022, we had approximately 8,000 employees covered by 21 collective agreements in Canada, which represents approximately 61% of our workforce.		

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MATERIAL TOPICS				
GRI 3-1	Process to determine material topics	See Materiality and Stakeholder Engagement.		
GRI 3-2	List of material topics	See Materiality and Stakeholder Engagement.		
GRI 3-3	Management of material topics	See Materiality and Stakeholder Engagement.		
200	ECONOMIC			
200	ECONOMIC PERFORMANCE			
	Disclosure of Management Approach	See Company Vision and Strategic Plan (2022 Management's Discussion & Analysis, page 2). See The Business (2022 Management's Discussion & Analysis, page 1).		
201-1	Direct economic value generated and distributed	See Consolidated Balance Sheets and Consolidated Statements of Net Earnings (2022 Consolidated Financial Statements, page 47-49).		
201-2	Financial implications and other risks and opportunities due to climate change	See Environment (2022 Management's Discussion and Analysis, page 18); See Climate Change (2022 Management's Discussion and Analysis, page 23).		
201-3	Defined benefit plan obligation and other retirement plans	See Employee Benefit Plans (2022 Management's Discussion and Analysis, page 12); see Employee Benefits (2022 Consolidated Financial Statements, 67).		
201-4	Financial assistance received from government	See Employee Benefit Plans (2022 Management's Discussion and Analysis, page 12); see Employee Benefits (2022 Consolidated Financial Statements, 67). See Government Incentives (2022 Management's Discussion and Analysis, page 13).		

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202 MARKET PRESENCE				
	Disclosure of Management Approach	See 2022 Management's Discussion and Analysis.		
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).		
203 INDIRECT ECONOMIC IMPACTS				
	Disclosure of Management Approach	See 2022 Management's Discussion and Analysis.		
203-1	Infrastructure investments and services supported	See Capital Expenditures (2022 Management's Discussion and Analysis, page 7).		
204 PROCUREMENT PRACTICES				
	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.		

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205 ANTI-CORRUPTION				
	Disclosure of Management Approach	See Code of Business Conduct.		
205-1	Operations assessed for risks related to corruption	See Code of Business Conduct and Supplier Code of Conduct.		
205-2	Communication and training about anti-corruption policies and procedures	See Code of Business Conduct. All salaried employees and the Board of Directors are required to sign off on review and compliance with the Code of Business Conduct (which includes the Company's anti-corruption requirements) annually.		
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of fraud or corruption in 2022.		
206 ANTI-COMPETITIVE BEHAVIOUR				
	Disclosure of Management Approach	See Code of Business Conduct.		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	The Company is subject to a Competition Bureau investigation into packaged bread pricing in Canada. This relates to a time (prior to 2014) when the Company was a majority shareholder of Canada Bread. Canada Bread was an independent publicly traded company during the relevant time. The Company was named in a civil class action related to the same matter, but the class was not certified as against the Company.		

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207	TAX			
	Disclosure of Management Approach	See Income Taxes (2022 Management's Discussion and Analysis, page 5); See Income Taxes (2022 Consolidated Financial Statements, page 71).		
207-1	"Approach to tax	See Income Taxes (2022 Management's Discussion and Analysis, page 5); See Income Taxes (2022 Consolidated Financial Statements, page 71).		
300	ENVIRONMENTAL			
301	MATERIALS			
	Disclosure of Management Approach	See Waste; See Packaging		
301-1	Materials used by weight or volume	See Waste; See Packaging		
302	ENERGY			
	Disclosure of Management Approach	See Better Planet; see Energy and Emissions; see Environmental Sustainability Commitment; see Environment (2022 Management's Discussion and Analysis, page 18); see Climate Change (2022 Management's Discussion and Analysis, page 23).	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 Performance Table.	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 Performance Table.		
302-4	Reduction of energy consumption	See Environmental Performance Table.		
303	WATER AND EFFLUENTS			
	Disclosure of Management Approach	See Better Planet; see Water; see Environmental Sustainability Commitment; see Environment (2022 Management's Discussion and Analysis, page 18); see Climate Change (2022 Management's Discussion and Analysis, page 23).	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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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
303-2	Management of water discharge-related impacts	See Water.	FB-MP-140a.1 FB-MP-140a.2	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks
303-3	Water withdrawals	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
303-5	Water consumption	See Environmental Performance Table; 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
304	BIODIVERSITY			
	Disclosure of Management Approach	See Better Planet.		

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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See Climate and Nature.		
304-2	Significant impacts of activities, products, and services on biodiversity	See Climate and Nature.		
305	EMISSIONS			
	Disclosure of Management Approach	See Better Planet; see Energy and Emissions; see Environmental Sustainability Commitment; see Environment (2022 Management's Discussion and Analysis, page 18); see Climate Change (2022 Management's Discussion and Analysis, page 23).	"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 Performance Table.	"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.

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305-2	Energy indirect (Scope 2) GHG emissions	See Environmental Performance Table.		
305-3	Other indirect (Scope 3) GHG emissions	See Environmental Performance Table.	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 Performance Table.	"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 Performance Table.		
305-7	Nitrogen-oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	See Environmental Compliance Reports.		
306	WASTE			
	Disclosure of Management Approach	See Better Planet; see Waste; see Environmental Sustainability Commitment; see Environment (2022 Management's Discussion and Analysis, page 18); see Climate Change (2022 Management's Discussion and Analysis, page 23).		

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306-1	Waste generation and significant waste-related impacts	See Waste.		
306-2	Management of significant waste-related impacts	See Waste.		
306-3	Waste generated	See Environmental Performance Table.		
306-4	Waste diverted from disposal	See Environmental Performance Table; see Waste.		
306-5	Waste directed to disposal	See Waste.		
307	ENVIRONMENTAL COMPLIANCE			
	Disclosure of Management Approach	See Environmental Commitment; see Environmental Compliance Reports; see Supplier Code of Conduct.		
307-1	Non-compliance with environmental laws and regulations	No fines or charge levies for environmental non-compliance in 2022.	FB-MP-140a.3	FB-MP-140a.3: Number of incidents of non-compliance with water quality permits, standards, and regulations.
308	SUPPLIER ENVIRONMENTAL ASSESSMENT			
	Disclosure of Management Approach	See Supplier Code of Conduct.		

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308-1	New suppliers that were screened using environmental criteria	See Supplier Code of Conduct.		
400	SOCIAL			
401	EMPLOYMENT			
	Disclosure of Management Approach	See Careers; see Leadership and Development; see Employee Benefit Plan (2022 Management's Discussion and Analysis, page 12).		
401-1	New Employee Hires & Employee Turnover	<p>There were 6,376 hires (salary and hourly) in 2022. Gender breakdown - 2,272 females, 4,104 males Age breakdown - 2,729 under 30, 2,744 30-49, 903 50+ Region breakdown - 6,198 Canada, 176 USA, 2 International</p> <p>There were 5,636 terminations (salary and hourly) in 2022. Gender breakdown - 2,034 females, 3,602 males Age breakdown - 2,275 under 30, 2,351 30-49, 1,010 50+ Region breakdown - 5,295 Canada, 341 USA</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 various employment locations/office addresses, usually in a different city or state.		

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402 LABOUR/MANAGEMENT RELATIONS				
	Disclosure of Management Approach	See Code of Business Conduct.		
402-1	Minimum Notice Periods Regarding Operational Changes	Notice periods can range from 24 hours to 90 days depending on the severity and type of change and depending on the Collective Bargaining Agreement.		
FP3	Labor/management relations Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country.	There was zero lost time in 2022 related to these factors.		
403 OCCUPATIONAL HEALTH & SAFETY				
	Disclosure of Management Approach	See Occupational Health and Safety; see Occupational Health and Safety Policy.		
403-1	Occupational Health & Safety Management System	See Occupational Health and Safety.	FB-MP-320a.2	FB-MP-320a.2: Description of efforts to assess, monitor and mitigate acute and chronic respiratory health conditions
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	See Occupational Health and Safety.		

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403-3	Occupational Health Services	<p>See Occupational Health and Safety.</p> <p>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.</p>		
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 Diversity, Equity and Inclusion.		
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: 48 iv. The main types of work-related injury: fractures and lacerations v. The number of hours worked: 23,809,772 <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: 5 iv. The main type of work-related injury: laceration v. The number of hours worked: 1,241,672 (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
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: 6 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>		

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404	TRAINING & EDUCATION			
	Disclosure of Management Approach	See Careers; see Leadership and Development.		
404-1	Average hours of training per year per employee	<p>Total hours of training for salaried employees was 22,129 hours for all courses with an average of 8.01 hours per salaried employee.</p> <p>Total hours of training per hourly employee was approximately 55,896 hours for all courses with an average of 5.85 hours per hourly employee.</p> <p>Total hours of training for courses with mixed salaried and hourly employees was 1,704 hours.</p> <p>The average hours of training per hourly female employee was 5.3 hours and per male employee 4.2 hours for operations and manufacturing courses only.</p> <p>Note: Gender data is not widely available for salaried employees for Leadership and Learning or Information Solutions courses.</p>		
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 2022, 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 Developing Our People; see Leadership.</p> <p>Offerings in Percipio and leadership and learning MLF programs, and outplacement consultants.</p>		
405	DIVERSITY AND EQUAL OPPORTUNITY			

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	Disclosure of Management Approach	See Diversity, Equity and Inclusion.		
405-1	Diversity of governance bodies and employees	<p>BOARD OF DIRECTORS Gender: 30% female, 70% male Age: 30-49 yrs: 10%; 50+ yrs: 90%</p> <p>HOURLY Gender: 42% female, 58% male Age: under 30 yrs: 16%; 30-49 yrs: 48%; 50+ yrs: 36%</p> <p>SALARIED Gender: 46% female, 54% male Age: under 30 yrs: 15%; 30-49 yrs: 57%; 50+ yrs: 28%</p> <p>FURTHER BREAKDOWN OF SALARIED GROUPS</p> <p>SLT Gender: 13% female, 87% male Age: 30-49 yrs: 31%; 50+ yrs: 69%</p> <p>VP Gender: 33% female, 67% male Age: 30-49 yrs: 57%; 50+ yrs: 43%</p> <p>Director Gender: 36% female, 64% male Age: 30-49 yrs: 64%; 50+ yrs: 36%</p> <p>Manager Gender: 42% female, 58% male Age: under 30 yrs: 5%, 30-49 yrs: 65%; 50+ yrs: 30%</p> <p>Supervisor/Specialist Gender: 37% female, 63% male Age: under 30 yrs: 14%, 30-49 yrs: 59%; 50+ yrs: 27%</p> <p>Administrator/Coordinator/Analyst Gender: 60% female, 40% male Age: under 30 yrs: 25%; 30-49 yrs: 50%; 50+ yrs: 25%</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: 87.1% Vice-President: 87.1% Director: 95.9% Manager: 97.6% Supervisor/Sr. Spec: 99.6% Admin/Coord/Analyst: 101.6%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men:</p> <p>Senior Leadership Team: 59.3% Vice-President: 84.4% Director: 95.1% Manager: 98.1% Supervisor/Sr. Spec: 100.0% Admin/Coord/Analyst: 101.4%</p> <p>* This data is based on the 94.4% of people recorded and tracked in our enterprise information system as of December 31, 2022</p>		
406	NON-DISCRIMINATION			
	Disclosure of Management Approach	See Ethical Workplace Conduct; see Code of Business Conduct		
406-1	Incidents of discrimination and corrective actions taken	There was one incident of potential discrimination raised in 2022 that came via the Ethics line. Given the nature of the complaint raised, and management's overall position on the subject matter, the issue was referred to the SVP General Counsel. Confidential remediations actions were implemented and the issue was closed.		

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407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
	Disclosure of Management Approach	See Ethical Workplace 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 2022.		
408	CHILD LABOUR			
	Disclosure of Management Approach	See Ethical Workplace 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 2022 and adhere to all Canadian and international child labour laws. See Ethical Workplace Conduct.		
409	FORCED OR COMPULSORY LABOUR			
	Disclosure of Management Approach	See Ethical Workplace 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 and the U.S. in 2022 and adhere to all Canadian and international labour laws. See Ethical Workplace Conduct.		

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410	SECURITY PRACTICES			
	Disclosure of Management Approach	See Code of Business Conduct.		
410-1	Security personnel trained in human rights policies or procedures	All security is expected to follow Maple Leaf Foods' Code of Business Conduct.		
411	RIGHTS OF INDIGENOUS PEOPLES			
	Disclosure of Management Approach	See Code of Business Conduct.		
411-1	Incidents of violations involving rights of indigenous peoples	There were no incidents of violations involving rights of indigenous peoples at Maple Leaf Foods operations.		
412	HUMAN RIGHTS ASSESSMENT			
	Disclosure of Management Approach	See Ethical Workplace Conduct; see Code of Business Conduct.		
412-1	Operations that have been subject to human rights reviews or impact assessments	Maple Leaf Foods always considers local legislation and human rights when making decisions on its locations of operation. To-date, none of our operations have been subject to human rights reviews or human rights impact assessments. We will be initiating a human rights impact assessment in 2023 that we expect to complete in 2024 covering migrant workers in our workforce.		
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 Accessibility for Ontarians with Disabilities Act (AODA) or Accessibility for Manitobans Act (AMA) training, respectively.		

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413	LOCAL COMMUNITIES			
	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	No new complaints received in 2022. We are finalizing mitigation efforts for the noise issue that was identified in late 2021.		
414	SUPPLIER SOCIAL ASSESSMENT			
	Disclosure of Management Approach	See Supplier Code of Conduct.		
414-1	New suppliers that were screened using social criteria	See Supplier Code of Conduct.		
415	PUBLIC POLICY			
	Disclosure of Management Approach	See Code of Business Conduct.		
415-1	Political contributions	Maple Leaf Foods made no political donations in 2022.		

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
ANIMAL WELFARE				
	Disclosure of Management Approach	See Better Care; see 2022 Animal Care Performance Report. See Climate Change (2022 Management's Discussion and Analysis, page 23).	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	See 2022 Animal Care Performance Report.		
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	See 2022 Animal Care Performance Report; see Standards and Performance.	FB-MP-430a.2	FB-MP-430a.3: 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 2022 Animal Care Performance Report.	FB-MP-410a.1	FB-MP-410a.1: Percentage of pork produced without the use of gestation crates
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type	See 2022 Animal Care Performance Report; see Antibiotic Use Fact Sheet; see Responsible Antibiotic Use.	FB-MP-260a.1 FB-MP-430a.2	FB-MP-260a.1: Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type FB-MP-430a.3: Percentage of supplier and contract production facilities verified to meet animal welfare standards

GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
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 2022, Maple Leaf Foods had five (5) corrective action requests (CAR) and/or standard inspection process (SIP) requests and zero (0) notices of violation (NOV) related to transportation, handling and slaughter practices for live terrestrial animals (pork and poultry). All requests 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 2022 were resolved and closed.		
416 CUSTOMER HEALTH AND SAFETY				
	Disclosure of Management Approach	See Food Safety; see Nutrition.		
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 and plant protein 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 Executive Chair and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. Maple Leaf Foods follows the Brand Recognition Compliance Global Standard (BRCGS) for Food Safety in 100% of its manufacturing facilities, which is internationally recognized by the Global Food Safety Initiative (GFSI).</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	Food safety	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

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
FP6	Healthy and affordable food	See Nutrition.		
FP7	Healthy and affordable food	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 2022, Maple Leaf Foods had thirty (30) Regulatory non-compliances (NCs). There was one (1) food safety-related product recall and zero (0) quality-related product voluntary withdrawals. Of the thirty (30) warnings issued by CFIA to Maple Leaf Foods facilities, the top three reasons were Standard Inspection Process, Sanitation, and Poultry Slaughter. One (1) Letter of Non-Compliance (LoNC) was issued in 2022. 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 2022 were resolved and closed.	"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
417	MARKETING AND LABELING			
	Disclosure of Management Approach	See Food Safety; see Nutrition.		

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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 2022, Maple Leaf Foods had one (1) recall concerning labeling requirements.		
417-3	Incidents of non-compliance concerning marketing communications	None		

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GRI STANDARD	GRI STANDARD DESCRIPTION	LOCATION/DESCRIPTION	SASB STANDARD	SASB STANDARD DESCRIPTION
418	CUSTOMER PRIVACY			
	Disclosure of Management Approach	See Code of Business Conduct.		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no privacy complaints in 2022. In November 2022 the Company experienced a cybersecurity incident which resulted in some data being exfiltrated, but not any data from the Company's core systems. As a precaution, the Company provided all employees with two years of credit monitoring services.		
419	SOCIOECONOMIC COMPLIANCE			
	Disclosure of Management Approach	See Code of Business Conduct.		
419-1	Non-compliance with laws and regulations in the social and economic area	No monetary fines were imposed on Maple Leaf Foods in 2022 related to non-compliance with laws and regulations in the social and economic area.		