



2024 ESG *Index*



Universal Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
1	Foundation				
2	General Disclosures				
Organization and Reporting Practices					
GRI 2-1	Organizational details	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 the United States.			
GRI 2-2	Entities included in the organization's sustainability reporting	See The Business (2024 Annual Report to Shareholders, page 1). Maple Leaf Foods Inc. is the entity covered by this report.			
GRI 2-3	Reporting period, frequency and contact point	1 January 2024 to 31 December 31 2024. 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 June. The contact point for reported information is sustainability@mapleleaf.com.			
GRI 2-4	Restatements of information	See Emissions Methodology (2024 Integrated Report, page 76-78).			
GRI 2-5	External assurance	See External Assurance Report .			
Activities and Workers					
GRI 2-6	Activities, value chain, and other business relationships	See The Business (2024 Annual Report to Shareholders, page 1). See The Company (2024 Integrated Report, page 10); see Our Brands .		FB-MB-000.A	FB-MP-000.A: Number of processing and manufacturing facilities
				FB-MP-000.B	FB-MP-000.B: Animal protein production, by category; percentage outsourced
GRI 2-7	Employees	<p>There are a total of 12,712 permanent employees: Gender breakdown - 5,120 females, 7,592 males Region breakdown - 12,354 Canada, 341 USA, 17 international</p> <p>There are 98 temporary employees: Gender breakdown - 45 females, 53 males Region breakdown - 97 Canada, 1 USA</p> <p>There are 12,617 full-time employees: Gender breakdown - 5,093 females, 7,524 males Region breakdown - 12,258 Canada, 342 USA, 17 international</p> <p>There are 193 part-time employees: Gender breakdown - 72 females, 121 males Region breakdown - 193 Canada</p> <p>This data is based on headcount and is based on the 94.8% of employees recorded and tracked in our enterprise information system as of December 31, 2024.</p>			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
Governance					
GRI 2-9	Governance structure and composition	See Management Information Circular .			
GRI 2-10	Nomination and selection of the highest governance body	See Governance (2024 Integrated Report, page 19).			
GRI 2-11	Chair of the highest governance body	See Governance (2024 Integrated Report, page 19).			
GRI 2-12	Role of highest governance body in setting purpose, values, and strategy	See Governance (2024 Integrated Report, page 19); see Corporate Governance ; see Governance and Risk Management (2024 Annual Report to Shareholders, page 68); see Risk Factors (2024 Annual Report to Shareholders, page 16); see Materiality (2024, Integrated Report, page 18)			
GRI 2-13	Delegation of responsibility for managing impacts	See Governance (2024 Integrated Report, page 19); see Corporate Governance ; see Governance and Risk Management (2024 Annual Report to Shareholders, page 68); see Risk Factors (2024 Annual Report to Shareholders, page 16).			
GRI 2-14	Highest governance body’s role in sustainability reporting	See Governance (2024 Integrated Report, page 19).			
GRI 2-15	Conflicts of interest	See Governance (2024 Integrated Report, page 19).			
GRI 2-17	Collective knowledge of highest governance body	See Governance (2024 Integrated Report, page 19); see Environment (2024 Annual Report to Shareholders, page 15); see Climate Change (2024 Annual Report to Shareholders, page 22).			
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 Letter to our Stakeholders (2024 Integrated Report, page 5-7).			
GRI 2-23	Policy commitments	See Governance (2024 Integrated Report, page 19).			
GRI 2-24	Embedding policy commitments	See Governance (2024 Integrated Report, page 19).			
GRI 2-25	Process to remediate negative impacts	See Governance (2024 Integrated Report, page 19).			
GRI 2-26	Mechanisms for seeking advice and raising concerns	We utilize a third-party “EthicsLine” which is a whistleblower hotline coordinated by Internal Audit and reported to certain members of our Senior Leadership Team and other executives. Summaries of EthicsLine complaints are also provided to Committees of the Board of Directors. Additionally, a formal Ethics Committee exists and meets to discuss Ethical Issues. Membership of this Committee includes the Executive Chairman, CEO and select other SVPs, and the VP Internal Audit. See EthicsLine Policy, Code of Business Conduct; see Supplier Code of Conduct.			
GRI 2-27	Compliance with laws and regulations	There were no significant instances of non-compliance in 2024.			
GRI 2-28	Membership associations	See Associations and Partnerships (2024 Integrated Report, page 21).			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
Stakeholder Engagement					
GRI 2-29	Approach to stakeholder engagement	See Materiality and Stakeholder Engagement (2024 Integrated Report, page 18); see Associations and Partnerships (2024 Integrated Report, page 21).			
GRI 2-30	Collective bargaining agreements	As at December 31, 2024, we had approximately 8,400 employees covered by 17 collective agreements in Canada, which represents approximately 62% of our workforce.			
3	Material Topics				
GRI 3-1	Process to determine material topics	See Materiality (2024 Integrated Report, page 18).			
GRI 3-2	List of material topics	See Materiality (2024 Integrated Report, page 18).			
GRI 3-3	Management of material topics	See Materiality (2024 Integrated Report, page 18).			

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
200	Economic				
201	Economic Performance				
	Disclosure of Management Approach	See Company Vision and Strategic Plan (2024 Annual Report to Shareholders, page 3). See The Business (2024 Annual Report to Shareholders, page 1).	13.2.1		
201-1	Direct economic value generated and distributed	See Consolidated Balance Sheets and Consolidated Statements of Net Earnings (2024 Annual Report to Shareholders, page 44-46).	13.22.2		
201-2	Financial implications and other risks and opportunities due to climate change	See Environment (2024 Annual Report to Shareholders, page 15); see Risk Factors (2024 Annual Report to Shareholders, page 16); Climate Change (2024 Annual Report to Shareholders, page 22).	13.2.2		
201-3	Defined benefit plan obligation and other retirement plans	See Employee Benefit Plans (2024 Annual Report to Shareholders, page 10); see Employee Benefits (2024 Annual Report to Shareholders, page 65).			
201-4	Financial assistance received from government	See Employee Benefit Plans (2024 Annual Report to Shareholders, page 10); see Employee Benefits (2024 Annual Report to Shareholders, page 65). See Government Incentives (2024 Annual Report to Shareholders, page 11).			
200	Market Presence				
	Disclosure of Management Approach	See 2024 Annual Report to Shareholders .			
202-1	Ratios of standard entry level by gender compared to local minimum wage	The hourly rate for unionized employees is based on the collective agreement and in all cases is at or above the minimum wage rate. For non-union plants, an assessment/market survey is completed prior to establishing rates to ensure we are competitive within the specific market (including our unionized facilities).			
203	Indirect Economic Impacts				
	Disclosure of Management Approach	See 2024 Annual Report to Shareholders .	13.22.1		
203-1	Infrastructure investments and services supported	See Capital Expenditures (2024 Annual Report to Shareholders, page 5).	13.22.3		
204	Procurement Practices				
	Disclosure of Management Approach	See Supplier Code of Conduct .			
205	Anti-Corruption				
	Disclosure of Management Approach	See Code of Business Conduct .	13.26.1		
205-1	Operations assessed for risks related to corruption	See Code of Business Conduct and Supplier Code of Conduct .	13.26.2		
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. The Company publishes its Supplier Code of Conduct on its website and it is incorporated by reference into the Company's standard supplier contract.	13.26.3		
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of fraud or corruption in 2024.	13.26.4		

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
206	Anti-Competitive Behaviour				
	Disclosure of Management Approach	See Code of Business Conduct .	13.25.1		
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. The Ontario Superior Court has ruled twice that that Maple Leaf Foods should should not be part of the class proceeding, a decision which is under appeal. A plaintiffs' counsel in Quebec has filed a motion to bring a class action against the Company related to meat pricing the motion has not been heard.	13.25.2		
207	Tax				
	Disclosure of Management Approach	See Income Taxes (2024 Annual Report to Shareholders, page 4); See Income Taxes (2024 Annual Report to Shareholders, page 69).			
207-1	Approach to tax	See Income Taxes (2024 Annual Report to Shareholders, page 4); See Income Taxes (2024 Annual Report to Shareholders, page 69).			
300	Environmental				
301	Materials				
	Disclosure of Management Approach	See Waste (2024 Integrated Report, page 70); See Packaging (2024 Integrated Report, page 29).			
301-1	Materials used by weight or volume	See Waste (2024 Integrated Report, page 70); See Packaging (2024 Integrated Report, page 29).			
302	Energy				
	Disclosure of Management Approach	See Planet (2024 Integrated Report, page 56); see Environmental Sustainability Commitment ; see Environment (2024 Annual Report to Shareholders, page 15); see Climate Change (2024 Annual Report to Shareholders, page 22).		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 Summary Table (2024 Integrated Report, page 59).		FB-MP-130a.1	FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
302-3	Energy intensity	See Environmental Performance Summary Table (2024 Integrated Report, page 59).			
302-4	Reduction of energy consumption	See Environmental Performance Summary Table (2024 Integrated Report, page 59).			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
303	Water and Effluents				
	Disclosure of Management Approach	See Water (2024 Integrated Report, page 69); see Environmental Sustainability Commitment ; see Environment (2024 Annual Report to Shareholders, page 15); see Climate Change (2024 Annual Report to Shareholders, page 22).		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
				FB-MP-140a.2	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 (2024 Integrated Report, page 69).	13.7.2	FB-MP-140a.2	FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks
				FB-MP-440a.1	FB-MP-440a.1: Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress
				FB-MP-440a.2	FB-MP-440a.2: Percentage of contracts with producers located in regions with High or Extremely High Baseline Stress
303-2	Management of water discharge-related impacts	See Water (2024 Integrated Report, page 69).	13.7.3	FB-MP-140a.1	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
				FB-MP-140a.2	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 (2024 Integrated Report, page 69).	13.7.4	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 Summary Table (2024 Integrated Report, page 59); see Water (2024 Integrated Report, page 69).	13.7.6	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 Planet (2024 Integrated Report, page 56).	13.3.1		
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 (2024 Integrated Report, page 57).	13.3.2		
304-2	Significant impacts of activities, products, and services on biodiversity	See Climate and Nature (2024 Integrated Report, page 57).	13.3.3		
305	Emissions				
	Disclosure of Management Approach	See Climate and Nature (2024 Integrated Report, page 57); see Environmental Sustainability Commitment ; see Environment (2024 Annual Report to Shareholders, page 15); see Climate Change (2024 Annual Report to Shareholders, page 22).	13.1.1	FB-MP-110a.1	FB-MP-110a.1: Gross global Scope 1 emissions
				FB-MP-110a.2; FB-MP-440a.3	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 Summary Table (2024 Integrated Report, page 59); see Climate and Nature (2024 Integrated Report, page 57).	13.1.2	FB-MP-110a.1	FB-MP-110a.1: Gross global Scope 1 emissions
				FB-MP-110a.2	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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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
305-2	Energy indirect (Scope 2) GHG emissions	See Environmental Performance Summary Table (2024 Integrated Report, page 59).	13.1.3		
305-3	Other indirect (Scope 3) GHG emissions	See Environmental Performance Summary Table (2024 Integrated Report, page 59); see Climate and Nature (2024 Integrated Report, page 57).	13.1.4	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 Summary Table (2024 Integrated Report, page 59).	13.1.5	FB-MP-110a.1	FB-MP-110a.1: Gross global Scope 1 emissions
				FB-MP-110a.2	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 Summary Table (2024 Integrated Report, page 59).	13.1.6		
306	Waste				
	Disclosure of Management Approach	See Waste (2024 Integrated Report, page 70); see Environmental Sustainability Commitment ; see Environment (2024 Annual Report to Shareholders, page 15); see Climate Change (2024 Annual Report to Shareholders, page 22).			
306-1	Waste generation and significant waste-related impacts	See Waste (2024 Integrated Report, page 70).	13.8.2		
306-2	Management of significant waste-related impacts	See Waste (2024 Integrated Report, page 70).	13.8.3		
306-3	Waste generated	See Environmental Performance Summary Table (2024 Integrated Report, page 59).	13.8.4		
306-4	Waste diverted from disposal	See Environmental Performance Summary Table (2024 Integrated Report, page 59); see Waste (2024 Integrated Report, page 70).	13.8.5		
306-5	Waste directed to disposal	See Waste (2024 Integrated Report, page 70).	13.8.6		
307	Environmental Compliance				
	Disclosure of Management Approach	See Environmental Commitment ; see Supplier Code of Conduct .			
307-1	Non-compliance with environmental laws and regulations	No fines or charge levies for environmental non-compliance in 2024.		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 .			
308-1	New suppliers that were screened using environmental criteria	100% of suppliers have acknowledged our Supplier Code of Conduct. The Supplier Code of Conduct is included in contracts and purchased orders for all new suppliers.			

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
400	Social				
401	Employment				
	Disclosure of Management Approach	See Careers ; see Leadership and Development (2024 Integrated Report, page 43); see Employee Benefit Plan (2024 Annual Report to Shareholders, page 10).			
401-1	New Employee Hires & Employee Turnover	<p>There were 3,212 hires (salary and hourly) in 2024 Gender breakdown - 1,041 females, 2,171 males Age breakdown - 1,412 under 30, 1,528 30-50, 272 over 50 Region breakdown - 3,118 Canda, 93 USA, 1 International</p> <p>There were 3,107 terminations (salary and hourly) in 2024. Gender breakdown - 1,070 females, 2,037 males Age breakdown - 1,132 under 30, 1,489 30-50, 486 over 50 Region breakdown - 3,004 Canada, 101 USA, 2 International</p> <p>This data is based on headcount and is based on the 94.8% of employees recorded and tracked in our enterprise information system as of December 31, 2024.</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.			
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.			
403	Occupational Health and Safety				
	Disclosure of Management Approach	See Occupational Health and Safety (2024 Integrated Report, page 34); see Occupational Health and Safety Policy .	13.19.1		
403-1	Occupational Health & Safety Management System	See Occupational Health and Safety (2024 Integrated Report, page 34).	13.19.2	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 (2024 Integrated Report, page 34).	13.19.3		
403-3	Occupational Health Services	See Occupational Health and Safety (2024 Integrated Report, page 34).	13.19.4		
403-4	Worker participation, consultation, and communication on occupational health and safety	See Occupational Health and Safety (2024 Integrated Report, page 34).	13.19.5		
403-5	Worker training on occupational health and safety	See Occupational Health and Safety (2024 Integrated Report, page 34).	13.19.6		
403-6	Promotion of worker health	See Occupational Health and Safety (2024 Integrated Report, page 34); see Diversity, Equity and Inclusion (2024 Integrated Report, page 39).	13.19.7		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Occupational Health and Safety (2024 Integrated Report, page 34).	13.19.8		

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
403-8	Workers covered by an occupational health and safety management system	See <u>Occupational Health and Safety</u> (2024 Integrated Report, page 34).	13.19.9		
403-9	Work-related injuries	<p>a. For all employees:</p> <p>i. The number and rate of fatalities as a result of work-related injury: 0</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 3</p> <p>iii. The number and rate of recordable work-related injuries: 46</p> <p>iv. The main types of work-related injury: fractures and lacerations</p> <p>v. The number of hours worked: 24,754,369</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury: 0</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 1</p> <p>iii. The number and rate of recordable work-related injuries: 2</p> <p>iv. The main type of work-related injury: surgical amputation and laceration</p> <p>v. The number of hours worked: 182,590 (approximate)</p> <p>See <u>Occupational Health and Safety</u>.</p>	13.19.10	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> <p>i. The number of fatalities as a result of work-related ill health: 0</p> <p>ii. The number of cases of recordable work-related ill health: 0</p> <p>iii. The main types of work-related ill health: not applicable</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number of fatalities as a result of work-related ill health: 0</p> <p>ii. The number of cases of recordable work-related ill health: 0</p> <p>iii. The main types of work-related ill health: not applicable</p> <p>See <u>Occupational Health and Safety</u>.</p>	13.19.11		
404	Training and Education				
	Disclosure of Management Approach	See <u>Careers</u> ; see <u>Leadership and Development</u> (2024 Integrated Report, page 43).			
404-1	Average hours of training per year per employee	<p>Total hours of training for salaried employees was 61,068 hours for all courses with an average of 22.53 hours per salaried employee.</p> <p>Total hours of training per hourly employee was approximately 167,573 hours for all courses with an average of 18.46 hours per hourly employee.</p> <p>Total hours of training for courses with mixed salaried and hourly employees was 4,816 hours.</p> <p>The average hours of training per hourly female employee was 14.7 hours and per male employee 14.3 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	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 2024, 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.			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
405	Diversity and Equal Opportunity				
	Disclosure of Management Approach	See Diversity, Equity and Inclusion (2024 Integrated Report, page 39).	13.15.1		
405-1	Diversity of governance bodies and employees	<p>BOARD OF DIRECTORS Gender: 27% female, 73% male Age: 27% 30-50, 73% over 50</p> <p>HOURLY Gender: 39% female, 61% male Age: 18% under 30, 53% 30-50, 29% over 50</p> <p>SALARIED Gender: 46% female, 54% male Age: 14% under 30, 59% 30-50, 27% over 50</p> <p>FURTHER BREAKDOWN OF SALARIED GROUPS SLT Gender: 14% female, 86% male Age: 50% 30-50, 50% over 50</p> <p>VP Gender: 30% female, 70% male Age: 59% 30-50, 41% over 50</p> <p>Director Gender: 33% female, 67% male Age: <1% under 30, 62% 30-50, 37% over 50</p> <p>Manager Gender: 43% female, 57% male Age: 4% under 30, 65% 30-50, 31% over 50</p> <p>Supervisor/Sr. Specialist Gender: 36% female, 64% male Age: 14% under 30, 62% 30-50, 24% over 50</p> <p>Administrator/Coordinator/Analyst Gender: 60% female, 40% male Age: 24% under 30, 53% 30-50, 24% over 50</p>	13.15.2		
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: Senior Leadership Team: 80.7% Vice-President: 84.3% Director: 98.6% Manager: 96.2% Supervisor/Sr. Spec: 100.7% Admin/Coord/Analyst: 101.4%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men: Senior Leadership Team: 75.5% Vice-President: 83.4% Director: 98.6% Manager: 96.3% Supervisor/Sr. Spec: 101.1% Admin/Coord/Analyst: 101.3%</p>	13.15.3		

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
406	Non-Discrimination				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2024 Integrated Report, page 32); see Code of Business Conduct .	13.15.1		
406-1	Incidents of discrimination and corrective actions taken	Any allegations of potential discrimination are promptly assessed, investigated as appropriate and remedial actions are implemented based on the findings. In 2024 there were no findings of discrimination	13.15.4		
407	Freedom Of Association and Collective Bargaining				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2024 Integrated Report, page 32); see Code of Business Conduct ; see Supplier Code of Conduct .	13.18.1		
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 2024.	13.18.2		
408	Child Labour				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2024 Integrated Report, page 32); see Code of Business Conduct ; see Supplier Code of Conduct .	13.17.1		
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 2024 and required to adhere to all applicable child labour laws, as well as our Code of Conduct and Age of Employment Policy. We require our Suppliers to adhere to our Supplier Code of Conduct which prohibits child labour. Refer to our Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Modern Slavery Act”) for the Fiscal Year 2024 for more information on the steps we take to prevent child labour.	13.17.2		
409	Forced or Compulsory Labour				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2024 Integrated Report, page 32); see Code of Business Conduct ; see Supplier Code of Conduct .	13.16.1		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our primary operations and key suppliers are located in Canada and the U.S. in 2024 and and are required adhere to all applicable labour laws, as well as our Code of Conduct. We require our Suppliers to adhere to our Supplier Code of Conduct which prohibits forced labour. Refer to our Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Modern Slavery Act”) for more information on the steps we take to prevent forced labour.	13.16.2		
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 .	13.14.1		
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.	13.14.2		
412	Human Rights Asessment				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2024 Integrated Report, page 32); see Code of Business Conduct .			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
412-1	Operations that have been subject to human rights reviews or impact assessments	In 2024, Maple Leaf Foods conducted independent social compliance audits across 11 Manufacturing Facilities inclusive Human Rights, Sustainability, and Health & Safety reviews. In all cases, no material violations were identified.			
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.			
413	Local Communities				
	Disclosure of Management Approach	See Food Insecurity (2024 Integrated Report, page 45); see Maple Leaf Centre for Food Security .	13.12.1		
413-1	Operations with local community engagement, impact assessments, and development programs	See Food Insecurity (2024 Integrated Report, page 45). 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.	13.12.2		
413-2	Operations with significant actual and potential negative impacts on local communities	All complaints are received, responded to, and tracked. There were no compliants that led to significant actual or potential impacts in 2024.	13.12.3		
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 .	13.24.1		
415-1	Political contributions	Maple Leaf Foods made no political donations in 2024.	13.24.2		
	Animal Welfare				
	Disclosure of Management Approach	See Animal Care (2024 Integrated Report, page 50); see 2024 Animal Care Performance Report . See Climate Change (2024 Annual Report to Shareholders, page 22).	13.11.1	FB-MP-260a.1; FB-MP-430a.2; FB-MP-430a.2; FB-MP-440a.3; FB-MP-410a.1; FB-MP-410a.3	FB-MP-440a.3: Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards	See 2024 Animal Care Report .			
416	Customer Health and Safety				
	Disclosure of Management Approach	See Food Safety (2024 Integrated Report, page 25); see Nutrition (2024 Integrated Report, page 23).			
416-1	Assessment of the health and safety impacts of product and service categories	100% of Maple Leaf Foods’ products across fresh and prepared meats, plant protein follow rigorous food safety protocols throughout their product life cycle including ingredient and raw material sourcing, processing, packing and transportation. Our food safety protocols are governed by Maple Leaf Foods’ Safety Promise, the Company’s food safety commitment signed by the CEO. We also have 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).	13.10.2	FB-MP-250a.2	FB-MP-250a.2: Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
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 2024, Maple Leaf Foods had twenty-eight (28) Severe/Moderate Regulatory Non-compliances (NCs). Once a warning is issued, the facility conducts a deep root cause investigation to determine appropriate corrective and preventative actions. Sites take corrective actions to correct the issue. CFIA will follow up to verify the NC is corrected. All warnings issued in 2024 were resolved and closed. There were three (3) voluntary product recalls and zero (0) quality-related product voluntary withdrawals.	13.10.3	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
13.10.4	Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards.	See Food Safety (2024 Integrated Report, page 25).			
13.10.5	Report the number of recalls issued for food safety reasons and the total volume of products recalled.	There were three (3) voluntary related recalls. The total volume of products recalled was 20,650 cases.			
417	Marketing and Labeling				
	Disclosure of Management Approach	See Food Safety (2024 Integrated Report, page 25); see Nutrition (2024 Integrated Report, page 23).			
417-1	Requirements for product and service information and labeling	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. 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. We provide proper handling and food safety instructions for our fresh and prepared meats products through online, packaging, in-store and/or customer communications. Maple Leaf Foods provides an appropriate recycling label on all packaging that is accepted in provincial recycling collection programs across Canada.			
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2024, Maple Leaf Foods had zero recalls concerning labeling requirements.			
417-3	Incidents of non-compliance concerning marketing communications	None			
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 2024.			
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 2024 related to non-compliance with laws and regulations in the social and economic area.			