



# **MAPLE LEAF FOODS INC.**

Report Pursuant to the Fighting Against  
Forced Labour and Child Labour  
in Supply Chains Act ("Modern Slavery Act")

Fiscal Year 2025

## 1. Introduction

Maple Leaf Foods is dedicated to ensuring that every role within our organization and supply chain is entered into freely and without coercion. We uphold the principle that all employment must be voluntary, and we prohibit any form of forced, bonded, indentured or involuntary labour, including prison labour, slavery or human trafficking, across our operations and those of our partners.

Promoting social responsibility, regulatory compliance, and the protection of human rights across our operations and supply chain is central to our mission and reflected in both our Values and our actions. We unequivocally oppose all forms of forced labour and child labour and hold ourselves to the highest ethical standards. We expect our directors, officers, team members, suppliers, and subsidiaries to act with integrity and comply with all laws, regulations, and requirements applicable to Maple Leaf Foods in every jurisdiction where we operate.

Through the implementation of our Code of Business Conduct and Supplier Code of Conduct, supported by our Social Compliance and Responsibility oversight, we remain committed to identifying, preventing, and reducing any risks or occurrences of forced or child labour.

This report has been prepared in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) for Maple Leaf Foods Inc. and its subsidiaries, which are required to publish a report under the Act (collectively, “Maple Leaf Foods” or the “Company”). It outlines the actions taken during our fiscal year ending December 31, 2025, to prevent and mitigate the risk of forced labour or child labour within our operations and supply chain.

## 2. Steps taken to prevent and reduce risks of forced labour and child labour

Maple Leaf Foods strongly opposes all forms of forced labour, defined as any situation in which individuals are compelled to work under threat, coercion, or penalty without freely given consent. This includes prison labour, bonded or indentured labour, and labour resulting from human trafficking. Our approach is guided by the International Labour Organization (ILO) Fundamental Principles and Rights at Work, the Ethical Trade Initiative (ETI) Base Code, and all applicable local laws.

Our policies strictly prohibit employing anyone below the legal minimum working age in the jurisdictions where we operate. Across our supply chain, it is our expectation that our business partners and suppliers uphold the same standards and comply with all relevant human rights and employment legislation.

This past year, MLF has taken the following steps to prevent and reduce the risk that forced labour or child labour is used within our own operations and within our supply chain.

- Annual review of the terms of the Code of Business Conduct
- Annual compliance certification for the Code of Business Conduct by salaried team members
- Annual compliance and sign-off for the Respect in the Workplace policy by salaried and front-line team members across all our manufacturing facilities
- Enforcing strong on-boarding and employee verification practices
- Completion of multiple, independent social compliance audits across our Canadian and US operations
- Annual review of the terms of the Supplier Code of Conduct
- Standardizing and implementing SMETA as part of the social compliance program, a global and industry recognized audit standard

### 3. Structure, activities and supply chain

#### **Structure**

Maple Leaf Foods is a leading, protein-focused consumer packaged goods company. It proudly produces responsibly made, delicious food under powerhouse brands that include Maple Leaf®, Maple Leaf Prime®, Maple Leaf ® Natural Selections®, Maple Leaf Mighty Protein™, Musafir™, Schneiders®, Mina® Halal, Greenfield Natural Meat Co.®, LightLife® and Field Roast™. We employ approximately 8,750 people, of which approximately 5,800 are covered by collective agreements. Our operations are primarily in Canada, and we have three facilities and an Innovation Centre in the United States. The Company is headquartered in Mississauga, Ontario and its shares trade on the Toronto Stock Exchange (MFI).

#### **Activities and Supply Chain**

From an operational perspective, we have poultry operations, primary food processing facilities and further prepared foods processing facilities. We sell the food we manufacture through retail, food service and industrial channels. We rely on many suppliers for our animals, ingredients, indirect goods and services. Our supply chain involves purchasing a broad range of goods and services, largely from Canadian and North American sources.

We are deeply committed to the highest standards of respect and integrity in our business relationships and activities. These standards apply within our organization and our expectations of our suppliers and contractors. We follow a fair sourcing process whenever possible while managing our supply chain effectively, and we identify, assess and monitor areas in our supply chain where there may be a risk of forced labour or child labour.

### 4. Policies and due diligence processes in relation to forced labour and child labour

#### **Code of Business Conduct**

Our Values and Code of Business Conduct provide the foundation for how we operate and hold ourselves accountable, ensuring every employee upholds the highest ethical, moral, and legal standards. Maple Leaf Foods does not tolerate any unlawful or unethical behavior by team members, including forced labour or child labour. Concerns or violations can be reported to management, Human Resources, or through our EthicsLine—a confidential hotline operated by an independent third party. All reports are reviewed, assessed, and investigated, with outcomes shared with the Ethics Committee and addressed through appropriate remedial actions. The Human Resources and Compensation Committee of the Board of Directors also receives regular updates on culture and conduct matters, including EthicsLine reports and any breaches of our Code of Business Conduct.

#### **Supplier Code of Conduct**

The Maple Leaf Supplier Code of Conduct outlines our expectations that suppliers respect the human rights of all workers and ensure they are treated with dignity and fairness in accordance with internationally recognized labour standards. This applies to all worker groups, including temporary, migrant, student, contract, and direct employees. We expect our suppliers to maintain effective controls across their supply chains and subcontractors to:

- Ensure all employment is voluntary and free from forced, bonded, indentured, or trafficked labour
- Prohibit child labour in all circumstances
- Comply with all applicable laws governing working hours
- Provide wages that meet all legal requirements
- Maintain a workplace free from harassment, violence, and discrimination
- Respect workers' freedom of association

We encourage our suppliers to exceed mere legal compliance by adhering to internationally recognized standards. This approach aims to promote social and environmental responsibility, as well as business ethics. Compliance with our Code should never result in the violation of local laws. However, when there are differences between the Maple Leaf Foods' Supplier Code of Conduct and local laws, we expect our suppliers to meet the more stringent of the two requirements.

### ***Additional Policies and Frameworks***

Maple Leaf Foods upholds strong human resources policies and procedures, supported by a comprehensive occupational health and safety program that reinforces our social compliance commitments. Our policies consistently meet—and often exceed—applicable local and national legal requirements. They are grounded in our Values and ethical standards and informed by leading international frameworks, including the United Nations Guiding Principles on Business and Human Rights and key International Labour Organization Conventions.

## **5. Risk of forced labour or child labour being used and the steps we have taken to assess and manage that risk**

Maple Leaf Foods acknowledges that certain areas of our supply chain may pose risks related to forced or child labour. We identify and manage these risks through the following measures:

- Applying our Code of Business Conduct and Supplier Code of Conduct
- Enforcing our purchasing, human resources, and occupational health and safety policies
- Engaging with team members, unions, suppliers, customers, and other stakeholders to identify risks or instances of non-compliance
- Reviewing supplier operations and practices through our supplier assessment program before onboarding
- Conducting social compliance risk assessments and reviews
- Requiring that any potential violations of our Codes be reported
- Providing a confidential, anonymous EthicsLine managed by an independent third party, investigating reported concerns, and implementing appropriate actions
- Incorporating social compliance risks in our sustainability materiality assessment

This past year, we conducted third party social compliance audits at 19 manufacturing facilities across our U.S. and Canadian operations. The audits did not identify any adverse human rights impacts within our business activities. Any corrective actions recommended were used to strengthen our policies and processes and to further enhance the effectiveness of our social compliance program. We remain committed to preventing and mitigating potential adverse impacts that may occur within our supply chain.

## 6. Any measures taken to remediate any forced labour or child labour

There have been no identified or reported instances of forced labour or child labour in our activities and supply chain.

## 7. Remediation of loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

There have been no identified or reported instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

## 8. Training provided to employees on forced labour and child labour

The annual certification of our Code of Business Conduct ensures that salaried team members remain informed and trained on our Code, our Values, and key human resources and safety policies. This is further supported through ongoing values-based training and regular communication on our employee platform, OneLeaf.

Across our supply chain, suppliers are required to review our Supplier Code of Conduct each year. The Code is broadly communicated and incorporated into our terms and conditions, whether purchase orders or contract templates.

## 9. Effectiveness assessments to ensure that forced labour and child labour are not being used in its business and supply chains

To reduce and prevent the risk of forced labour and child labour within our operations and supply chain, we assess the effectiveness of our actions.

Activity	Measuring Effectiveness
<b>Governance</b>	Human Resources and Compensation Committee of the Board receives quarterly ethics reporting and Safety and Sustainability Committee of the Board receives quarterly occupational health and safety reporting Social Compliance audit reporting scorecard Annual content review of the Code of Business Conduct and Supplier Code of Conduct Annual required sign-off by salaried team members on the Code of Business Conduct Training and participation in “The Way We Work” program for frontline team members Supplier screening and assessment as part of onboarding new suppliers
<b>Engagement</b>	Engage with our customers and suppliers on social compliance matters within our network and our supply chain to share standards and best practices
<b>Risk Management</b>	Sustainability materiality assessments refreshed periodically to reach a broad cross section of stakeholders to assist in identification of potential social compliance issues Ethics compliance and reporting concerns processes

<b>Monitoring</b>	Supplier screening Social Compliance Internal and External Due Diligence Assessments and Audits Ethicsline Reporting (Internal and Supplier) and tracking of any complaints through daily, weekly and quarterly reporting Monitoring media reports related to risk of forced or child labour and actioning as required
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## 10. Conclusion

Maple Leaf Foods remains steadfast in its commitment to advancing human rights, acting with integrity, operating responsibly, and treating all people with respect across our operations and supply chain. We will continue working with industry partners, customers, and suppliers to strengthen due diligence practices and safeguard against any form of forced or child labour.

Should you wish to receive a paper copy of the Report at no cost, please email [Corporate.Secretary@mapleleaf.com](mailto:Corporate.Secretary@mapleleaf.com). Maple Leaf Foods expects that paper copies of the Report will be sent to you within 10 days after receiving your request.

## 11. Approval and Attestation

This report was approved by our Board of Directors on March 4, 2026.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

*Signed "Michael H. McCain"*

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Michael H. McCain  
Executive Chair, Maple Leaf Foods Inc.  
March 4, 2026  
I have authority to bind the Corporation.