

# GRI Index

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>ORGANIZATIONAL PROFILE</b>		
<b>GRI 102-1</b>	Name of the organization	Maple Leaf Foods Inc. (“Maple Leaf Foods” or “MLF” or “the Company”)
<b>GRI 102-2</b>	Activities, brands, products, and services	Maple Leaf Foods is a producer of food products under leading brands including Maple Leaf®, Maple Leaf Prime®, Schneiders®, Mina®, Greenfield Natural Meat Co.®, Lightlife™, Field Roast Grain Meat Co.™ and Swift®. The Company’s portfolio includes prepared meats, ready-to-cook and ready-to-serve meals, value-added fresh pork and poultry, and plant-based protein products.
<b>GRI 102-3</b>	Location of headquarters	Mississauga, Ontario, Canada
<b>GRI 102-4</b>	Number of countries where the organization operates, and names of countries where the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Maple Leaf Foods has operations across Canada and two plant-based protein processing sites in the U.S.
<b>GRI 102-5</b>	Nature of ownership and legal form	Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI.
<b>GRI 102-6</b>	Markets served, including geographic locations where products and services are offered and sectors served	The Company distributes products across Canada and exports to global markets, including the U.S. and Asia.  Maple Leaf Foods is a major company in the food industry and its primary customers are grocery retailers and food service companies.

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GRI 102-7	Scale of the organization	<p>Maple Leaf Foods is a leading consumer protein company making high-quality, innovative products under many national brands. The Company's portfolio includes prepared meats, ready-to-cook and ready-to-serve meals, value-added fresh pork and poultry, and plant-based protein products. The Company employs approximately 13,000 people in Canada and the U.S. and exports to global markets, including the U.S. and Asia. Sales information can be found on page 2 of our <a href="#">2019 Annual Report</a>.</p> <p>Our operations are located in Canada and the U.S. In 2019, we operated two fresh pork facilities; six fresh poultry facilities; 14 prepared meats facilities; two plant-based protein facilities; three poultry hatcheries; and two distribution centres. In addition, we own (or lease) approximately 200 pig production locations that supply our fresh and prepared meats facilities. These farming operations are located in Manitoba, Canada, and comprise approximately 40% of our hog supply, with the remaining 60% supported by independent farmers.</p> <p>In 2019, Maple Leaf Foods made no acquisitions.</p>

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GRI 102-8	Information on employees and other workers	<p>Maple Leaf Foods employed approximately 13,000 people as of December 31, 2019. There were a total of 12,022 employees in our SAP reporting tool included in the following breakdown.</p> <p>There are a total of 11,630 permanent, full-time employees:</p> <p>4,933 female (42%) 6,697 male (58%)</p> <p>There are a total of 392 temporary, part-time employees:</p> <p>167 female (43%) 225 male (57%)</p> <p>Regional Breakdown: Permanent: Canada - 11,136, U.S. - 478, China - 1, Japan - 10, Mexico - 1, South Korea - 3, U.K. - 1 Temporary: Canada - 391, U.S. - 1</p> <p>A significant portion of the organization's activities are performed by Maple Leaf Foods workers.</p> <p>There are no significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c.</p> <p>The data was pulled on April 30, 2020 with an effective date of December 31, 2019. It is based on contract, student and regular hourly and salary individuals. It excludes those on salary continuance, retirees and surviving spouses, and third-party contractors. Employees at our recent acquisitions, Vlau, Drummondville, and Bradford, are yet to be integrated into our SAP tool.</p>
GRI 102-9	Describe the organization's supply chain	<p>See <a href="#">Maple Leaf Foods' Value Chain</a>.</p> <p>See <a href="#">Our Brands</a>.</p>

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GRI 102-10	Significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain	<p>In 2018, the Company announced the construction of a London, Ontario poultry processing facility. Construction is underway, however, because of poor weather conditions last spring, along with a robust economy and highly competitive environment, some construction components have taken longer to source. As a result, construction completion is expected to be delayed and start-up of this new poultry facility is now planned for the second quarter of 2022.</p> <p>In 2019, the Company announced the construction of our Shelbyville, Indiana facility. Maple Leaf Foods is continuing to advance engineering and design work, adapting its plans to provide the flexibility necessary to meet the demands of the rapidly evolving plant protein market. The Company is focused on ensuring that the new facility is designed to provide the right scalability to meet current and future consumer demand. While this additional engineering and design work means that completion of the Shelbyville, Indiana facility will be delayed until the end of 2022, the Company is able to expand capacity within its existing network to allow it to meet immediate demand.</p>
GRI 102-11	Whether and how the precautionary approach or principle is addressed by the organization	<p>See <a href="#">Financial Instruments and Risk Management Activities</a> (2019 Annual Report, page 9).</p> <p>See <a href="#">Risk Factors</a> (2019 Annual Report, pages 19-26).</p>
GRI 102-12	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	See <a href="#">Collaboration</a> .
GRI 102-13	Memberships of associations and national or international advocacy organizations	<p>See <a href="#">Leadership and Collaboration</a>.</p> <p>See <a href="#">Collaboration</a>.</p>
STRATEGY AND ANALYSIS		
GRI 102-14	Statement from the most senior decision-maker of the organization	See <a href="#">A Message from Our CEO, Michael McCain</a> .

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GRI 102-15	Organization's key impacts, risks, and opportunities	See <a href="#">Financial Instruments and Risk Management Activities</a> (2019 Annual Report, page 9). See <a href="#">Risk Factors</a> (2019 Annual Report, pages 19-26).
ETHICS AND INTEGRITY		
GRI 102-16	Organization's values, principles, standards and norms of behaviour	See <a href="#">Maple Leaf Foods Leadership Values</a> . See <a href="#">Our Sustainable Meat Principles</a> .
GRI 102-17	Internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organizational integrity  Procedures for reporting concerns about unethical or unlawful behaviour	See <a href="#">Maple Leaf Foods – Code of Business Conduct</a> . We utilize an Ethics line that is reviewed weekly by our Internal Audit group and reported to our Senior Leadership Team.
GOVERNANCE		
GRI 102-18	Governance structure	See <a href="#">Governance</a> . See <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).
GRI 102-19	Process for delegating authority for economic, social and environmental topics	See <a href="#">Governance</a> . See <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).
GRI 102-20	Executive-level positions responsible for economic, social and environmental topics	Our Chief Food Safety and Sustainability Officer reports directly to our CEO and the Safety and Sustainability Committee of our Board – Maple Leaf Foods' highest governance body for sustainability; see <a href="#">Governance</a> .
GRI 102-21	Process for consultation between stakeholders and highest governance body on economic, social and environmental topics	See <a href="#">Governance</a> ; see <a href="#">Stakeholder Inclusiveness</a> .
GRI 102-22	Composition of the highest governance body	See <a href="#">Governance</a> . See <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).

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<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 102-23</b>	Indicate whether the Chair of the highest governance body is also an executive officer	See <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).
<b>GRI 102-24</b>	Nomination and selection process for the highest governance body and its committees	See <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).
<b>GRI 102-25</b>	Process for the highest governance body to ensure conflicts of interest are avoided and managed	See <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).
<b>GRI 102-26</b>	Highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals	See <a href="#">Governance</a> ; see <a href="#">Corporate Governance</a> (2019 Annual Report, page ix).  The Company's Senior Leadership Team is directly involved in developing, approving, and updating the organization's purpose, values, mission, strategies, policies, and goals related to economic, environmental, and social topics. The Board of Directors and relevant Board Committees provide oversight for the above management activities.
<b>GRI 102-27</b>	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, social and environmental topics	We report progress and performance of our sustainability initiatives to our Senior Leadership Team monthly, and to the Safety and Sustainability Committee of the Board on a regular basis. Information on specific sustainability topics is provided as requested by our Board Committee on an ongoing basis; see <a href="#">Governance</a> .
<b>GRI 102-31</b>	Frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	We report quarterly to the Safety and Sustainability Committee of the Board; see <a href="#">Governance</a> .
<b>GRI 102-32</b>	Highest governance body's role in sustainability reporting	The Company's Senior Leadership Team and Disclosure Committee approve the organization's sustainability report and ensure that all material topics are covered. The Safety and Sustainability Committee of the Board provides oversight for sustainability-related strategies, performance and reporting.

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GENERAL DISCLOSURES		
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<b>STAKEHOLDER ENGAGEMENT</b>		
GRI 102-40	List of stakeholder groups	Maple Leaf Foods' stakeholders include our employees, consumers, customers, shareholders, investors, suppliers, lenders, government, and non-governmental and non-profit organizations; see <a href="#">Materiality</a> and <a href="#">Collaboration</a> .
GRI 102-41	Percentage of total employees covered by collective bargaining agreements	As at December 31, 2019, we have approximately 7,700 employees covered by 17 collective agreements in Canada, which represents approximately 64% of our workforce.
GRI 102-42	Basis for identifying and selecting stakeholders	The basis for identifying Maple Leaf Foods' stakeholders is any group impacted by our business or our products. Our stakeholders include employees, consumers, customers, shareholders, investors, suppliers, lenders, government, and non-governmental and non-profit organizations. We regularly engage on sustainability with all of these stakeholders on sustainability.  See <a href="#">Materiality</a> and <a href="#">Collaboration</a> .
GRI 102-43	Approach to stakeholder engagement	See <a href="#">Materiality</a> , <a href="#">Stakeholder Inclusiveness</a> , and <a href="#">Collaboration</a> .  Maple Leaf Foods is in constant contact with many stakeholders across our value chain. We formally engage on sustainability with all of our stakeholder groups on an annual basis.
GRI 102-44	Topics raised through stakeholder engagement and response	See <a href="#">Materiality</a> .
<b>REPORTING PRACTICE</b>		
GRI 102-45	Entities included in the organization's consolidated financial statements	See <a href="#">Management's Discussion and Analysis</a> (2019 Annual Report, page 1).  Maple Leaf Foods Inc. is the entity covered by this report.

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GENERAL DISCLOSURES		
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GRI 102-46	<p>Defining report content and topic Boundaries</p> <p>a. An explanation of the process for defining the report content and the topic Boundaries</p> <p>b. An explanation of how the organization has implemented the Reporting Principles for defining report content</p>	See <a href="#">Materiality</a> .
GRI 102-47	<p>List of material topics</p> <p>a. A list of the material topics identified in the process for defining report content</p>	See <a href="#">Materiality</a> .
GRI 102-48	Effect of any restatement of information in previous reports	<p>In 2019, we added in our VIAU Food Products Inc. and Cericola Farms Inc. acquisitions into our reporting year and we restated our footprint intensity performance back to our baseline year (2014). In 2019, we applied the GHG Protocol's updated emission factor to our GHG emissions and restated our SBT's back to our baseline year (2018).</p> <p>See <a href="#">Environmental Footprint Performance Summary</a>.</p>
GRI 102-49	Significant changes from previous reporting in scope of priorities	No significant changes in 2019.
GRI 102-50	Reporting period	January 1, 2019 to December 31, 2019.
GRI 102-51	Date of most recent report	See <a href="#">2018 Sustainability Report</a> (released in 2019).
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	Tim Faveri, VP, Sustainability & Shared Value
GRI 102-54	In accordance option	This report has been prepared in accordance with the GRI Standards: Core option.

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GRI 102-55	GRI content index	This GRI content index complies with all core option requirements.
GRI 102-56	External assurance policy	External assurance was not provided in 2019. Maple Leaf Foods does not currently have a policy that requires external assurance for its annual sustainability reporting.
CATEGORY: ECONOMIC		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the economic aspects we have responded to below, and covers our materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified. We believe that the indicators within the economic performance section are not fundamentally different with regards to materiality and boundaries, thus we've created one management approach.</p> <p>For nearly a decade, Maple Leaf Foods has focused on remaking the Company's prepared meats manufacturing and distribution network and singularly refocusing the organization on protein. The goal of this transformation was to make Maple Leaf Foods a significantly leaner and more profitable company. The Company has executed against the Plan by reducing product complexity, closing less efficient manufacturing and distribution operations, and consolidating production and distribution into a smaller number of efficient scale facilities. The Plan has included the construction of a new 400,000 square foot prepared meats processing facility, the consolidation of 17 distribution centres into two, the closure of eight legacy manufacturing plants, and the expansion of three others. See <a href="#">Completion of Value Creation Plan</a> (2016 Annual Report, page 2). The benefits of this strategy have been significant. The Company's market leading prepared meats brands now leverage a cost-competitive manufacturing network which, coupled with growth initiatives across the business, has strengthened the organization's financial performance. The Company will continue to identify opportunities to increase its efficiency, to support market growth and build brand leadership. As part of this strategy, Maple Leaf Foods has announced its plan to build a world-class, value-added fresh poultry processing facility in London, Ontario, by 2022.</p> <p>In 2018, the Company completed an initiative to renovate our prepared meats portfolio designed to invigorate brand and category growth and aimed to improve the taste, nutrition value, affordability and sustainability of our products. We are also expanding our presence in the U.S. with sustainable protein as a core growth platform. This rapidly growing category represents an exciting growth platform for Maple Leaf Foods, and positions the Company for balanced growth in a changing market environment.</p>	

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<b>MATERIAL ASPECT: ECONOMIC PERFORMANCE</b>		
GRI 201-1	Direct economic value generated and distributed	See <a href="#">Consolidated Balance Sheets and Consolidated Statements of Net Earnings</a> (2019 Annual Report, pages 42-43).
GRI 201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	See <a href="#">Climate Change</a> (2019 Annual Report, page 22).
GRI 201-3	Coverage of the organization's defined benefit plan obligations	See <a href="#">Employee Benefit Plans</a> (2019 Annual Report, page 13). See <a href="#">Employee Benefits</a> (2019 Annual Report, pages 61-64).
GRI 201-4	Financial assistance received from government	Maple Leaf Foods received the following funding in 2019: \$2.2 million in federal and provincial tax credits; \$1.5 million from AgriStability for Maple Leaf Agri-Farms (MLAF); \$22,000 from the Manitoba Farm Environment Program; \$75,000 from the Canadian Agricultural Partnership; \$1 million from the Jobs and Prosperity Fund (JPF); and \$1.24 million from provincial governments for energy saving projects and co-op students' work terms.  The above funding represents Canadian jurisdictions only, and federal/provincial governments are not part of our shareholding structure.
<b>MATERIAL ASPECT: MARKET PRESENCE</b>		
GRI 202-1	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation	The hourly rate for unionized employees is based on the collective agreement and in all cases is at or above the minimum wage rate. For non-union plants, an assessment/market survey is completed prior to establishing rates to ensure we are competitive within the specific market (including our unionized facilities).  See <a href="#">Disclosure of Management Approach</a> for the organization's definition of "significant operations."

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GRI 202-2	Proportion of senior management hired from the local community at significant locations of operation	<p>The vast majority of our senior management was hired from the local community. “Senior management” is defined as any employee who reports to a member of our Senior Leadership Team. 100% of the Company’s senior management reside in Canada and the U.S. and are either Canadian and/or U.S. citizens.</p> <p>See <a href="#">Disclosure of Management Approach</a> for the organization’s definition of “significant operations.”</p>
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS		
GRI 203-1	Development and impact of infrastructure investments and services supported	<p>Capital expenditures for 2019 were \$270.7 million. See <a href="#">Capital Expenditures</a> (2019 Annual Report, page 7). A portion of this investment is related to enhancement projects in plant protein, and sustainability projects that support the Company’s animal welfare and environmental strategies.</p> <p>We have not formally assessed the current impact on communities and local economies.</p>
MATERIAL ASPECT: PROCUREMENT PRACTICES		
GRI 204-1	<p>Proportion of spending on local suppliers at significant locations of operation</p> <p>Report the percentage of the procurement budget used for significant locations of operation spent on suppliers local to that operation (such as percentage of products and services purchased locally)</p> <p>Report the organization’s geographical definition of “local”</p> <p>Report the definition used for “significant locations of operation”</p>	<p>Maple Leaf Foods is one of Canada’s largest food companies. We support farmers and producers by purchasing the majority of our raw materials and ingredients from local sources. We generate significant regional economic benefits through our network of production, manufacturing and distribution facilities.</p> <p>Maple Leaf Foods defines “local” as the region, city, town or community in which Maple Leaf Foods operates, extending to neighbouring cities or regions that border the city of operation.</p> <p>See <a href="#">Disclosure of Management Approach</a> for the organization’s definition of “significant operations.”</p>
FP1	Percentage of purchased volume from suppliers compliant with company’s sourcing policy	100% of our suppliers are compliant with the Company’s current sourcing policy.

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<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour, and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.
<b>MATERIAL ASPECT: ANTI-CORRUPTION</b>		
205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	100% of Maple Leaf Foods operations are governed by Maple Leaf Foods' Code of Business Conduct, which outlines proper internal financial reporting responsibilities and obligations required by individuals in the Company. Employees must sign off on the code of conduct annually.
205-2	Communication and training on anti-corruption policies and procedures	Maple Leaf Foods' Code of Business Conduct is presented to all employees annually. All Maple Leaf Foods employees must sign off on the code each year. In addition, employees with financial management and reporting obligations receive specific training regularly and must follow reporting guidelines highlighted by the Company.
205-3	Confirmed incidents of corruption and actions taken	There were 10 incidents of fraud and one incident of theft in 2019, all of which were resolved in 2019.

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<b>CATEGORY: ENVIRONMENTAL</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the environmental aspects we have responded to below, and covers our Materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified. We believe that the indicators under the environmental section are not fundamentally different with regards to materiality and boundaries, thus we've created one management approach.</p> <p>Maple Leaf Foods is committed to maintaining high standards of environmental responsibility and positive relationships in the communities where we operate. In 2019, Maple Leaf Foods became the first major company in the world to be carbon neutral. We adopted science-based targets approved for greenhouse gas reductions by 2030. We operate within the framework of an environmental policy entitled "Our Environmental Sustainability Commitment" that has been approved by the Board of Directors' Safety and Sustainability Committee and guides our day-to-day practices. The Company's environmental program is monitored on a regular basis by the Committee, including compliance with regulatory requirements and the use of internal environmental specialists and independent, external environmental experts. The Company continues to invest in environmental infrastructure related to water, waste and air emissions to ensure that environmental standards continue to be met or exceeded, while implementing procedures to reduce the impact of operations on the environment.</p> <p>Maple Leaf Foods is a vertically integrated company that owns hog production, hatching egg production, hatcheries and pork and poultry processing plants. We have strong relationships with farmers and other service providers, and we will seek to advance continuous improvements across our supply chain. Our responsibility for environmental sustainability goes well beyond our own operations; we must also advocate and share knowledge that elevates practices and regulations across the industry. We will actively engage with consumers, customers, non-governmental organizations and other stakeholders, so that change can be based on sound data and science, and what society expects of us.</p> <p>As Maple Leaf Foods is a large food company, there are health, environmental and social issues that go beyond short-term profitability that management believes must shape its business if the Company is to realize a sustainable future. Increasingly, sound environmental sustainability practices are becoming a key component of maintaining a competitive advantage. In 2015, the Company announced a long-term goal to reduce its environmental footprint by 50% by 2025 in three key areas: climate change, water usage and waste reduction. We have identified environment as a key risk related to the business of Maple Leaf Foods (see <a href="#">2019 Annual Report</a>, page 22). Maple Leaf Foods has a utility management system that tracks energy and water consumption across all of our facilities. Each processing facility has consumption reduction targets that are aligned toward achieving the Company's goals. This data is verified by internal audits, which are conducted on an annual basis.</p>	

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<b>MATERIAL ASPECT: ENERGY</b>		
GRI 302-1	Energy consumption within the organization	Electricity (MWh): 376,794 Natural gas (m <sup>3</sup> ): 62,678,340  See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 302-2	Energy consumption outside of the organization	We do not yet track energy consumption outside our organization.
GRI 302-3	Energy intensity	Electricity (MWh/1,000 kg of production): 0.57 Natural gas (m <sup>3</sup> /1,000 kg of production): 95.01  See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 302-4	Reduction of energy consumption	Electricity (MWh): Our electricity consumption decreased by 11,013 MWh. Natural gas (m <sup>3</sup> ): Our natural gas consumption decreased by 901,086 m <sup>3</sup> .  See <a href="#">Environmental Footprint Performance Summary</a> .
<b>MATERIAL ASPECT: WATER AND EFFLUENTS</b>		
GRI 303-1	Interactions with water as a shared resource	<p>All but one of our manufacturing facilities and one of our distribution centres draw and discharge water using municipal sources. The majority of our barns and feed mills use well water because of their rural locations. In 2017 we completed work with a Canadian environmental non-governmental organization and conducted a water risk assessment of Canadian watersheds surrounding Maple Leaf Foods operations. It was determined that our organization has not directly caused or contributed to any negative water-related impacts on environmentally sensitive watersheds.</p> <p>Maple Leaf Foods is addressing potential impacts by identifying opportunities to reduce water withdrawal and consumption across our operations and manage water contamination arising from agricultural activities. Our manure lagoons are designed, operated and maintained to provincial standards.</p>

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GRI 303-2	Management of water discharge-related impacts	No water sources were significantly affected by Maple Leaf Foods' withdrawal of water. We didn't have any fines or penalties related to water discharge. We comply with all water standards and surcharge agreements where the company operates.
GRI 303-3	Total water withdrawal by source	8,674,257 m <sup>3</sup> (8,675 ML) of water was withdrawn in 2019. All but one of our manufacturing facilities and one of our distribution centres draw and discharge water using municipal sources. The majority of our barns and feed mills use well water because of their rural locations.  Municipal water withdrawal: 6,220,094 m <sup>3</sup> Well water withdrawal: 2,454,163 m <sup>3</sup>  See <a href="#">Environmental Footprint Performance Summary</a> .
GRI 303-5	Total water consumption	8,674,257 m <sup>3</sup> (8,675 ML) of water was consumed in 2019.  See <a href="#">Environmental Footprint Performance Summary</a> .
MATERIAL ASPECT: BIODIVERSITY		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Maple Leaf Foods' operations comprise a mixture of urban and rural locations. To date, we have not screened our sites from a high biodiversity value perspective.
GRI 304-2	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Maple Leaf Foods' operations comprise a mixture of urban and rural locations. To date, we have not screened our sites from a high biodiversity value perspective.
GRI 304-3	Habitats protected or restored	At our future London poultry site, the construction of a barn swallow habitat was completed based on recommendations from a habitat study before the purchase of the land. We are currently monitoring environmental effects during construction by a third party. We have no other ongoing restoration projects.

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<b>GRI 304-4</b>	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Not applicable to Maple Leaf Foods.
<b>MATERIAL ASPECT: EMISSIONS</b>		
<b>GRI 305-1</b>	Direct greenhouse gas (GHG) emissions (Scope 1)	337,061 CO <sub>2</sub> e (tonnes) See <a href="#">Environmental Footprint Performance Summary</a> .
<b>GRI 305-2</b>	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	29,065 CO <sub>2</sub> e (tonnes) See <a href="#">Environmental Footprint Performance Summary</a> .
<b>GRI 305-3</b>	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Employee air travel, upstream and downstream transportation and distribution, employee commuting, waste generated in operations, fuel and energy-related activities, purchased goods and services and processing of sold products: 1,329,948 CO <sub>2</sub> e (tonnes).
<b>GRI 305-4</b>	Greenhouse gas (GHG) emissions intensity	Scope 1 & 2 (CO <sub>2</sub> e/1,000 kg of product produced): 0.26 Scope 3 (CO <sub>2</sub> e/1,000 kg of product produced): 0.96
<b>GRI 305-5</b>	Reduction of greenhouse gas (GHG) emissions	Our GHG Scope 1&2 emissions decreased by 1,750 CO <sub>2</sub> e (tonnes) and our Scope 3 emissions increased by 30,321 CO <sub>2</sub> e (tonnes). The increase in our absolute Scope 3 emissions is largely due to an increase in co-manufacturing of select products and the improvement of data types/collection for our downstream freight, that became available and were included in our inventory this year. See <a href="#">Environmental Footprint Performance Summary</a> .
<b>GRI 305-6</b>	Emissions of ozone-depleting substances (ODS)	Not reported at this time. We are developing our ODS inventory.
<b>GRI 305-7</b>	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions	We are in compliance with applicable regulatory and reporting requirements.

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GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: EFFLUENTS AND WASTE</b>		
GRI 306-2	Total weight of waste by type and disposal method	<p>See <a href="#">Reducing Waste</a>.</p> <p>Our approximate 2019 non-hazardous solid waste disposal (tonnes):            Recycled: 19,162 (MT/yr)            Recovered: 134,406 (MT/yr)            Disposed/landfill: 15,812 (MT/yr)</p> <p>Our approximate 2019 solid waste landfill disposal (tonnes):            Organics: 7,925 (50%)            Plastics: 2,033 (13%)            Paper fibres: 2,105 (13%)            Non-recyclables: 3,368 (21%)            Metals, glass, other: 324 (3%)</p> <p>We conduct third-party solid waste audits at our facilities to calculate our waste diversion rate. In 2019, our company waste diversion rate was 90.7%.</p>
GRI 306-3	Total number and volume of significant spills	There were no significant spills in 2019.
GRI 306-4	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention (2) Annex I, II, III and VIII, and percentage of transported waste shipped internationally	Not applicable to Maple Leaf Foods.
GRI 306-5	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	There are no significant bodies of water or related habitats affected by Maple Leaf Foods' discharge of water and runoff.

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: ENVIRONMENTAL COMPLIANCE</b>		
<b>GRI 307-1</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	There were no significant fines or non-monetary sanctions in 2019.
<b>MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<b>GRI 308-1</b>	New suppliers that were screened using environmental criteria	In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.
<b>GRI 308-2</b>	Negative environmental impacts in the supply chain and actions taken	In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>SOCIAL: LABOUR PRACTICES AND DECENT WORK</b>		
Disclosure of Management Approach		<p>The following disclosure of management approach applies to all the labour practices and decent work aspects we have responded to below, and covers our Materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods values a strong workplace culture that keeps people safe, rewards excellence and empowers everyone to learn and contribute their best. We strive to be leading edge in how we engage, develop and provide a safe working environment where differences are valued in a culture of openness and inclusion for our people. We are implementing a multi-year diversity and inclusion strategy, including a goal to have 50% gender equality at the manager level and above by 2022.</p> <p>An Occupational Health and Safety (OHS) management system has been implemented across all our sites based on Maple Leaf Foods' Health, Safety, Security and Environment (HSSE) program, the Occupational Health and Safety Policy, and various standards put forth by corporate HSSE. The OHS management system has also been implemented to ensure compliance with local OHS acts and regulations. HSSE designates who are employed by Maple Leaf Foods are responsible for OHS program management at the sites. Continual improvement of the management system is achieved by each site's Safety and Health Accident Reduction Plan (SHARP), which is the site's annual OHS plan, which includes a SWOT (strengths, weaknesses, opportunities, threats) analysis to help develop safety action plans for the next fiscal year. OHS responsibilities for implementing the OHS management system are in place for management, contractors and visitors.</p> <p>We have an established governance structure to embed Occupational Health and Safety and Operational Risk Management across the Company, which includes regular direct reporting to the Safety and Sustainability Committee of the Board of Directors. Our Vice-President, Health, Safety, Security and Environment is supported by a Senior OHS Leadership Team that provides leadership across Maple Leaf Foods. This team is supported by an OHS designate at each work-site and representatives from the Joint OHS Committees who represent all the Company's employees. These formal joint management-employee committees monitor and advise on OHS programs, identify potential hazards and recommend controls. Ongoing skills development and training are essential to continuing to reinforce the importance of workplace safety and procedures to keep people safe. Our supervisors receive training related to recognizing, assessing and controlling hazards, roles and responsibilities of supervisors, forklift safety, chemical safety and other related topics.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (60+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: EMPLOYMENT</b>		
GRI 401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	<p>We had 3,907 new employees (salary and hourly) in 2019.</p> <p>Gender: Female: 1,382 (35%); Male: 2,525 (65%)            Age: Under 30: 1,568 (40%); 30-49: 1,801 (46%); 50+: 538 (14%)            Region: Canada: 3,532 (90%); U.S.: 375 (10%)</p> <p>We had 3,767 employees leave in 2019.</p> <p>Gender: Female: 1,351 (36%); Male: 2,416 (64%)            Age: Under 30: 1,351 (36%); 30-49: 1,712 (45%); 50+: 704 (19%)            Region: Canada: 3,507 (93%); U.S.: 260 (7%)</p>
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	All employees have access to Health & Dental and Employee Assistance benefits if they are working at least 60% of a work week. Full-time and part-time employees have access to Basic Life Insurance and Optional Life Insurance. Depending on the length of their contract, some temporary employees may qualify for Basic Life Insurance.
GRI 401-3	Parental Leave a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender	a. All employees were eligible to take parental leave by Dec. 31, 2019. Of those within SAP reporting, 5,100 females and 6,922 males were eligible to parental leave. b. 320 people went on parental leave in 2019 (164 female and 156 male) c. 260 employees returned to work in the reporting period (2019) after parental leave ended: 121 female and 139 male. d. 187 employees that returned to work in 2018 after parental leave ended were still employed 12 months after returning to work: 111 female and 76 male. e. The return-to-work rate post parental leave is 82% for females based on a total of 151 women who took a leave in 2018, and 84% for males based on a total of 106 men who took a leave in 2018.  The retention rate post parental leave is 90% for females based on a total of 123 women who returned to work in 2018, and 86% for males based on a total of 88 men who returned to work in 2018.

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: LABOUR/MANAGEMENT RELATIONS</b>		
GRI 402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Notice periods can range from 24 hours to 90 days depending on the severity and type of change and depending on the Collective Bargaining Agreement.
FP3	Percentage of working time lost because of industrial disputes, strikes and/or lock-outs, by country	There was zero lost time in 2019 related to these factors.
<b>MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY</b>		
GRI 403-1	<p>a. A statement of whether an occupational health and safety management system has been implemented</p> <p>b. A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities or workplaces are not covered</p>	<p>a. An Occupational Health and Safety (OHS) management system has been implemented across all our sites. See <a href="#">Disclosure of Management Approach for Social: Labour Practices and Decent Work</a>.</p> <p>b. All workers (part-time and full-time) at Maple Leaf Foods are covered by the OHS management system. In addition, the OHS system is implemented with third-party contractors, sub-contractors and visitors.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 403-2	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals</p>	<p>a. Work-related hazards are identified by daily and random inspections conducted by workers and supervisors/managers and monthly Joint OHS Committee inspections. Preventative maintenance programs, hazard reporting programs, incident investigations (including weekly reviews with supervisors, managers and/or Joint OHS Committees), task observations, job safety analyses, new equipment assessments, and physical demands descriptions are other processes that assess risks. These processes help to ensure that hazards are being identified before an incident occurs. The monthly Joint OHS Committee inspections help ensure that reported hazards have been addressed or if they are not resolved, then the status of these action items is determined. A review of the reported hazards is evaluated based on the number of reported items and closed items to measure the impact of these to key performance indicators.</p> <p>Maple Leaf Foods ensures the quality of these processes and the competency of persons who carry them out by providing training on incident investigation, hazard identification, risk assessment, and other Maple Leaf Foods standards and standard operating procedures. The Alchemy hazard identification course is also used to train employees.</p> <p>b. Hazard report forms are readily available for workers to report work-related hazards. Workers also provide verbal reports of hazards. When a worker identifies a concern to the supervisor, it is addressed and the worker signs off that the concern has been addressed appropriately. Recommendations are recorded and work orders are prepared and completed. Workers are encouraged to report hazards without any reprisals. Workers are protected by Maple Leaf Foods' values, human resources policies, collective bargaining agreements and union processes, and existing legislation.</p>

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-2</b>	<p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system</p>	<p>c. All workers are trained about the requirement to report hazards and concerns to their immediate supervisor and that they can refuse to perform unsafe work. If a worker refuses to perform a task that is potentially unsafe, then there is a regulated procedure that must be followed. An immediate investigation of the risk/hazard is conducted by the supervisor, Joint OHS Committee, HSSE designate, and any other relevant parties. If the risk/hazard cannot be mitigated right away or there is no temporary solution, this will trigger a report to the provincial Ministry of Labour for an inspector to visit and investigate for a solution until the issue is resolved.</p> <p>d. Maple Leaf Foods has an incident investigation standard that all sites must adhere to within 24 hours in the investigation of all incidents. Workers report incidents to their direct or immediate supervisor. The worker involved, supervisor and site safety representative participate in the investigation. A report is completed. The expectation is that the plant manager signs off on the incident investigation report.</p>
<b>GRI 403-3</b>	<p>A description of the occupational health services functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them</p>	<p>Maple Leaf Foods sites are equipped with first aid equipment and first aid rooms in compliance with local regulations. Trained first aiders attend to the immediate first aid needs of workers. If a worker requires medical assessment, transportation is arranged to the health clinic.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 403-4	<p>a. A description of the processes for worker participation and consultation in the development, implementation and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers</p> <p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees</p>	<p>a. Joint OHS Committees, monthly safety talks/training, daily meetings, safety communication boards, annual OHS activities (e.g., North American Occupational Safety and Health week, wellness clinics), safety captains (at some sites), and OHS feedback forms are part of the process for worker participation and consultation in the implementation and evaluation of the OHS management system.</p> <p>See <a href="#">Disclosure of Management Approach for Social: Labour Practices and Decent Work</a>.</p> <p>b. The Joint OHS Committees are provincially regulated to have both hourly and management representation. Meetings and inspections are conducted at least monthly. Follow-up is conducted throughout the month as required. The Committees will make recommendations to minimize or eliminate all hazards identified through inspections and review of health and safety information. The Joint OHS Committees investigate unsafe work refusals. It is expected that the affected worker and his/her direct supervisor will resolve all unsafe work refusals. The Joint OHS Committees will make every effort to ensure that the plant complies with all federal and provincial health and safety legislation.</p>
GRI 403-5	<p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations</p>	<p>There is a safety orientation for new workers on Maple Leaf Foods' standards and sites' standard operating procedures, as well as training on safety rules, safe work procedures, emergency response procedures, task observations, and specific training (e.g., powered material handling equipment, lock-out and tag out, hot work, confined space, Workplace Hazardous Materials Information System, safe work permit system, hazard identification, substance use policy, illness and incident reporting, incident investigation, workplace harassment and discrimination, lift truck awareness, fire prevention and protection, slips/trips/falls, waste management, hand safety, knife safety, personal protective equipment, legal requirements, workplace inspection techniques).</p>

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>GRI 403-6</b>	<p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and health care services, and the scope of access provided</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs</p>	<p>a. Site HSSE designates manage and provide information through wellness activities and communications regarding available health services in the area (e.g., doctors accepting new patients). All employees have access to the Employee and Family Assistance Program (EFAP). Insurance coverage of health care benefits is available (e.g., physiotherapy, short-term disability). The medical insurance and EFAP is being implemented by the human resource team.</p> <p>b. Wellness clinics include engaging outside health services to visit the site and promote programs to workers in cafeterias. In addition to the benefits listed above, Maple Leaf Foods workers can receive gym membership discounts to a specific gym organization.</p>
<b>GRI 403-7</b>	<p>a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks</p>	<p>Maple Leaf Foods applies an organization-wide approach to the OHS management system. Maple Leaf Foods' site teams work together to ensure that any new equipment brought onto the property has been reviewed by all applicable functional areas. Designs, equipment, layout, etc., are all reviewed prior to purchase. Prior to equipment arriving on site, pre-start health and safety reviews are conducted. Teams review equipment manuals, contractors are orientated, and construction plans are developed. After implementation of new equipment, functional managers conduct a walk-through assessment of the equipment prior to production running product.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 403-8	<p>a. The number and percentage of all employees, and workers who are not employees but whose work and/or workplace is controlled by the organization, who are i. covered by occupational health and safety management system; ii. internally audited; or iii. certified by an external party</p> <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	<p>a. Maple Leaf Foods has implemented an OHS management system based on legal requirements:</p> <ul style="list-style-type: none"> <li>i. 100% of all Maple Leaf Foods employees and workers whose work and/or workplace is controlled by the organization (approximately 13,000 people) are covered by Maple Leaf Foods' OHS management system.</li> <li>ii. 100% of plants with employees and workers whose work and/or workplace is controlled by the organization have undergone OHS performance audits conducted externally or by the regional HSSE managers over the years.</li> <li>iii. In 2018, a third-party auditing firm conducted an external audit of all plants' OHS management systems. Maple Leaf Foods sites are not certified to an accredited safety standard.</li> </ul> <p>b. No workers have been excluded from this disclosure.</p> <p>c. Maple Leaf Foods maintains a complete database of all incidents investigated at Maple Leaf Foods sites since 2010. Any data relevant to those incidents is accessible in order to determine whether the OHS management system is effective. Maple Leaf Foods plants' internal and external OHS performance-based audit reports are filed at the plants and at the corporate level.</p>
GRI 403-9	Work-related injuries	<p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number and rate of fatalities as a result of work-related injury: 0</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 1</li> <li>iii. The number and rate of recordable work-related injuries: 65</li> <li>iv. The main types of work-related injury: lacerations</li> <li>v. The number of hours worked: 21,371,590</li> </ul> <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"> <li>i. The number and rate of fatalities as a result of work-related injury: 0</li> <li>ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 0</li> <li>iii. The number and rate of recordable work-related injuries: 6</li> <li>iv. The main types of work-related injury: lacerations and fracture</li> <li>v. The number of hours worked: 636,452 (approximate)</li> </ul>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 403-9	Work-related injuries	<p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> <li>i. The 1 high-consequence hazard was determined as a result of an incident.</li> <li>ii. The 1 high-consequence hazard has caused or contributed to a high-consequence injury during the reporting period.</li> <li>iii. Detailed investigation was conducted with corrective actions identified and completed to eliminate these hazards.</li> </ul> <p>d. Work-related hazards are eliminated or minimized by conducting a risk assessment and identification of corrective actions to address the hazards and eliminate or mitigate the risks using the hierarchy of controls.</p> <p>e. The rates have been calculated based on 200,000 hours worked.</p> <p>f. No workers have been excluded from this disclosure.</p> <p>g. There is a complete database of all incidents investigated at Maple Leaf Foods sites since 2010. Any data relevant to those incidents is accessible in order to determine if the OHS management system is effective for data analysis, trending, and corrective action identification and completion. There is also a monthly OHS report that is distributed across Maple Leaf Foods.</p>
GRI 403-10	Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> <li>i. The number of fatalities as a result of work-related ill health: 0</li> <li>ii. The number of cases of recordable work-related ill health: 2</li> <li>iii. The main types of work-related ill health: strains</li> </ul> <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"> <li>i. The number of fatalities as a result of work-related ill health: 0</li> <li>ii. The number of cases of recordable work-related ill health: 0</li> <li>iii. The main types of work-related ill health: not applicable</li> </ul>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
GRI 403-10	Work-related ill health	<p>c. The work-related hazards that pose a risk of ill health:</p> <ul style="list-style-type: none"> <li>i. The two work-related hazards that posed a strain injury were determined to be the result of an incident.</li> <li>ii. Both hazards have caused or contributed to a case of ill health during the reporting period.</li> <li>iii. Detailed investigations were conducted with corrective actions identified and completed to eliminate these hazards.</li> </ul> <p>d. No workers have been excluded from this disclosure.</p> <p>e. See <a href="#">403-9 g.</a></p>
MATERIAL ASPECT: TRAINING AND EDUCATION		
GRI 404-1	Average hours of training per year per employee, by gender and by employee category	<p>Average hours of training for salaried employees was 10.43 hours for all courses.</p> <p>Average hours of training per hourly employee in 2019 was approximately 8.38 hours for all courses.</p> <p>Average hours of training per hourly female employee was 6.4 hours; per male employee, 6.7 hours for operations and manufacturing courses only.</p> <p>Note: Gender data is not available for salaried employees or for Leadership and Learning or Information Solutions courses.</p>
GRI 404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<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 2019, we included outplacement counselling as part of the severance agreement. This offering, at our cost, provides individuals assistance with transitioning to their next opportunity or retirement.</p>
GRI 404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	<p>In 2019, 98% of salaried employees (both genders) received regular performance and career development reviews through our Annual Performance Assessment and Development (PAD) process, of whom 55% were male and 45% were female. Data for hourly employees is not available as hourly individuals are not included in our centralized performance process.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY</b>		
GRI 405-1	Composition of governance bodies and breakdown of employees per employee category	<p><b>Governance Bodies Breakdown:</b></p> <p>The Board of Directors is composed of 9 individuals, of whom 67% are male and 33% are female. 11% between 30 and 50; 89% are 50 and over.</p> <p>The Senior Leadership Team (SLT) is 86% male and 14% female. 33% are between 30 and 50; 67% are 50 and over.</p> <p>The Senior Management Forum (SMF) is 78% male and 22% female. 50% are between 30 and 50; 50% are 50 and over.</p> <p><b>Employee Group Breakdown:</b></p> <p>Hourly: 58% male and 42% female. 13% are under 30; 53% are between 30 and 50; 34% are 50 and over.</p> <p>Salaried: 55% male and 45% female. 14% are under 30; 56% are between 30 and 50; 30% are 50 and over.</p> <p>Admin./Coordinator/Analyst: 59% male and 41% female. 20% are under 30; 54% are between 30 and 50; 26% are 50 and over.</p> <p>Supervisor/Sr. Specialist: 57% male and 43% female. 8% are under 30; 51% are between 30 and 50; 41% are 50 and over.</p> <p>Manager: 50% male and 50% female. 6% are under 30; 57% are between 30 and 50; 37% are 50 and over.</p> <p>Director: 68% male and 32% female. 1% are under 30; 63% are between 30 and 50; 36% are 50 and over.</p> <p>Vice President: 78% male and 22% female. 47% are between 30 and 50; 53% are 50 and over.</p>
GRI 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: 88.1%; Vice-President: 82.5%; Director: 95.0%; Manager: 96.4%; Supervisor/Sr. Spec.: 99.0%; Admin./Coord./Analyst: 102.6%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men: Senior Leadership Team: 79.6%; Vice-President: 78.1%; Director: 94.3%; Manager: 96.9%; Supervisor/Sr. Spec.: 99.2%; Admin./Coord./Analyst: 102.3%</p> <p>* Data represents all Canadian and U.S. operating locations, excluding Viau.</p>

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>SOCIAL: HUMAN RIGHTS</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the human rights aspects we have responded to below, and covers our materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods is committed to ensuring that the Company and its employees demonstrate the highest standards of ethics and integrity in all business activities. Our business philosophy is based on the fundamental values of RESPECT and INTEGRITY in all of our business relationships and activities both within and outside the Company. Every employee has the RESPONSIBILITY to fulfill our commitments with the highest of ethical standards. These standards apply both to how Maple Leaf Foods conducts its internal affairs and to how each Maple Leaf Foods business conducts its dealings with customers, suppliers, competitors and the communities in which it operates. The actions of all our employees are framed by our Code of Business Conduct. Each year, every employee reaffirms their adherence to the policy. The Code of Business Conduct outlines conflicts of interest, handling of Company assets, guidelines around accepting gifts and entertainment, integrity of books and records and confidentiality and security of information. These guidelines are developed and reviewed by an Ethics Committee, which is chaired by the Chief Executive Officer. The Senior Vice-President, People, acts as Secretary of the Committee.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (60+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
<b>MATERIAL ASPECT: NON-DISCRIMINATION</b>		
GRI 406-1	Total number of incidents of discrimination and corrective actions taken	Zero incidents were reported/classified as discrimination through the Ethics Hotline in 2019.
<b>MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
GRI 407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	No violations occurred at Maple Leaf Foods operations. In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: CHILD LABOUR</b>		
<b>GRI 408-1</b>	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Our operations and key suppliers are located in Canada and the U.S. in 2019 and adhere to all Canadian and international child labour laws. In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.
<b>MATERIAL ASPECT: FORCED OR COMPULSORY LABOUR</b>		
<b>GRI 409-1</b>	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Our operations and key suppliers are located in Canada in 2019 and adhere to all Canadian and international labour laws. In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.
<b>MATERIAL ASPECT: SECURITY PRACTICES</b>		
<b>GRI 410-1</b>	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	All security is expected to follow Maple Leaf Foods' Code of Business Conduct.
<b>MATERIAL ASPECT: RIGHTS OF INDIGENOUS PEOPLES</b>		
<b>GRI 411-1</b>	Total number of incidents of violations involving rights of indigenous peoples and actions taken	There were no incidents of violations involving rights of indigenous peoples at Maple Leaf Foods operations.

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: HUMAN RIGHTS ASSESSMENT</b>		
<b>GRI 412-1</b>	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	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.
<b>GRI 412-2</b>	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	All new employees of Maple Leaf Foods in Ontario and Manitoba are required to complete the <i>Accessibility for Ontarians with Disabilities Act (AODA)</i> or <i>Accessibility for Manitobans Act (AMA)</i> training, respectively. All salaried employees review and sign our Code of Business Conduct on an annual basis.
<b>GRI 412-3</b>	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable. All our labour contracts/agreements are in Canada and require adherence to all Canadian laws.

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>SOCIAL: SOCIETY</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the society aspects we have responded to below, and covers our Materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods is deeply committed to working with community partners to advance sustainable food security in ways that build skills and capacity. This involves moving beyond emergency outreach and charitable giving to being a leading advocate for change and raising the profile of this critical social problem and its diverse impacts, and supporting innovative interventions that advance sustainable food security. We view community involvement as a cornerstone of our commitment to sustainability, requiring significant focus and resourcing on our part including working with innovative partners to advance food security, and investing in financial and resource support and in gifts-in-kind.</p> <p>Maple Leaf Foods' Community Involvement Principles:</p> <ol style="list-style-type: none"> <li>1. We support food-based initiatives that promote dignity and build individual and community capacity to advance food security.</li> <li>2. We support partnerships that advance sustainable solutions to food insecurity.</li> <li>3. We support innovation, learning from what doesn't work as well as what does.</li> <li>4. We connect our people and their expertise with our partners through skill matching and volunteerism.</li> <li>5. We build partnerships with governments, academia, non-profit organizations and the private sector to advance change and progress.</li> <li>6. We seek to advance collective knowledge and impact and share the learnings with others.</li> </ol> <p>Our Goals:</p> <ul style="list-style-type: none"> <li>• Make a meaningful social impact through advancing sustainable food security.</li> <li>• Deeply engage our people by providing volunteering and giving opportunities.</li> <li>• Establish community involvement as an integral part of our culture, identity and business.</li> </ul> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (60+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: LOCAL COMMUNITIES</b>		
GRI 413-1	Percentage of operations with implemented local community engagement, impact assessments and development programs	<p>Our pursuit of shared value creation means we seek a meaningful role in solving social problems where we have a unique capability to engage. We view community involvement as a cornerstone of our business model, our purpose, our vision and our commitment to sustainability. Maple Leaf Foods has a centralized community involvement program that manages the execution of financial and product donations nationally.</p> <p>Maple Leaf Foods is committed to advance sustainable food security through the Maple Leaf Centre for Action on Food Security (<a href="http://feedopportunity.com">feedopportunity.com</a>). The Centre is a registered charity working to advance food security through collaboration with other organizations and individuals, through advocating for critical policies and investing in programs required to make sustainable improvements in food security. The Centre is committed to working collaboratively across sectors to reduce food insecurity in Canada by 50% by 2030. The Innovation Fund will invest in innovative food security initiatives based on dignity, empowerment and skills building that can potentially be scaled to increase their impact. The Centre will share learnings from its work and support networks, collaboration and research in the food security sector that builds further understanding of the issues and approaches, and enables knowledge transfer.</p> <p>See <a href="#">Food Security</a>.</p>
GRI 413-2	Operations with significant actual or potential negative impacts on local communities	In 2019, we received four noise complaints and six odour complaint from the local communities around our processing facilities. We have followed up and resolved all complaints. Furthermore, Maple Leaf Foods has developed a noise abatement plan and completed an odour project at the facilities where the complaint was received.
<b>MATERIAL ASPECT: SUPPLIER SOCIAL ASSESSMENT</b>		
GRI 414-1	Percentage of new suppliers that were screened using labour practices criteria	In 2019 we reviewed our supplier code and sourcing strategy, which looks to partner with leading companies supporting our environmental, labour and health & safety policies. In 2020 we will begin the process of renovating our current code and broader sourcing strategy to align with the updates we identified.

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: PUBLIC POLICY</b>		
GRI 415-1	Total value of political contributions by country and recipient/beneficiary	Maple Leaf Foods made no political donations in 2019.
<b>ANIMAL WELFARE</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the animal welfare aspects we have responded to below, and covers our Materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods has strong values that deeply define our culture and have a very direct relationship to how we treat animals we raise or source. There are important environmental, nutritional and ethical implications of meat production that we must manage responsibly as part of our commitment to being a sustainable company. As the largest value-added meat protein company in Canada, we must be a leader in animal care. To achieve this, animal welfare must be an integral part of our culture and business. Maple Leaf is committed to enhancing our animal wellness practices in a manner that advances the Five Freedoms, the most widely accepted global standard for responsible animal care. We will support these through ongoing critical self- and third-party evaluation and continuous improvement in four critical areas: Culture, Accountability, Advancement and Communications. This is documented in our Commitment to Animal Care.</p> <p>Maple Leaf Foods is a vertically integrated company that owns hog production, hatching egg production, hatcheries and pork and poultry processing plants. We have strong relationships with farmers and other service providers, and we will seek to advance continuous improvements across our supply chain. Our responsibility for animal care goes well beyond our own operations; we must also advocate and share knowledge that elevates practices and regulations across the industry. We will actively engage with consumers, customers, animal care interest groups and other stakeholders, so that change can be based on sound science, what is best for the animal, and what society expects of us.</p> <p>The scope of our Commitment to Animal Care is focused on our owned operations involving live animals and the Canadian provinces in which they are located, and it covers the species of animals over which we have direct care (pigs, broiler chickens, and broiler breeder chickens); our Commitment to Animal Care additionally commits to requiring suppliers to comply with industry animal welfare standards, which includes all animals/all species that we do not directly care for and control. The scope of our Commitment to Animal Care applies to all markets and geographies in which our products are sold including products exported to countries outside Canada, and both own-brand and other brand products. For animals that we do not directly care for and control and whose meat/protein we use in our products (broiler chickens, turkeys, beef cattle, dairy cattle, veal, and laying hens), we influence animal welfare best practices through our active participation in the code development process of the National Farm Animal Care Council (NFACC) and active participation in relevant industry associations. Our commitment is based upon compliance or exceedance of Canadian regulations and accepted industry best practices. There are many examples of industry best practices and innovations that we are piloting that go beyond regulatory requirements, as codes and standards are continuing to evolve or be updated in Canada.</p>	

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
Disclosure of Management Approach (cont.)	<p>We are active in improving and advancing farm animal welfare practices across the industry including, but not limited to: reducing use of close confinement and intensive systems and replacing them with new, loose housing alternatives; never permitting genetic engineering or cloning of any animals in any of our supply chains; never using hormones or beta-adrenergic agonists for growth promotion in any pork or poultry in our supply chains; never using antibiotics for growth promotion in any of our supply chains, and continually reducing preventive use; investigating alternatives to routine surgical procedures and always requiring pain control for surgical procedures; requiring pre-slaughter stunning for all animals in all of our supply chains; and reducing long-distance live transportation.</p> <p>We require all Maple Leaf Foods farms and operations, and all pig and chicken producers supplying our operations, to meet or exceed the most current requirements under the Canadian Quality Assurance® (CQA®) Animal Care Assessment™ (ACA™) (called Canadian Pork Excellence and PigSafe starting in 2020); the Chicken Farmers of Canada Animal Care Program; the Canadian Hatching Egg Producers Animal Care Program; and the NFACC Codes of Practice; compliance with these standards is a contractual requirement for third-party pig producers, and for chicken and hatching egg producers is a mandatory requirement to maintain supply management standing and ship to federal poultry abattoirs which is audited and enforced by provincial marketing boards. We support research that enhances our understanding and advances animal welfare, and advocate for regulatory reforms that raise and enforce standards across the industry.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; monthly detailed reviews with our senior operations leaders; quarterly detailed reviews with our Animal Care Council composed of Senior Leadership Team members; minimum twice yearly reviews with our Animal Care Advisory Council composed of external experts; reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
FP9	Percentage and total of animals raised and/or processed, by species and breed type	In 2019, we operated approximately 200 pig production locations that supply approximately 41% of our raw material requirements. We source 100% of our live chicken and turkey supply from independent Canadian growers. Maple Leaf Foods operates one broiler breeder grower farm and three hatching egg production locations; and three broiler chicken hatcheries that supply our contracted chicken growers.

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic	<p>We only permit physical alterations that are considered necessary to ensure the welfare of animals in our supply chain. All piglet physical alterations in Canada are performed with medication for pain control in accordance with the National Farm Animal Care Council (NFACC) Code of Practice. We do not ever perform teeth clipping or ear notching on our piglets, and tattooing of piglets is limited to genetic replacement animals only. Currently, tail docking is a necessary piglet procedure in order to prevent tail injuries from other pigs. We are continuously improving our pain-relief protocols and evaluating alternatives to castration. Poultry physical alterations are necessary in breeding birds for the long-term welfare of the flock to reduce or eliminate injuries that may cause pain. In Canada, any poultry physical alterations such as beak and toe treatments are performed using the most humane methods possible and limited to only essential alterations. All broiler chickens that Maple Leaf sources never undergo physical alterations including beak treatment. No physical alterations are performed in Maple Leaf Foods owned hatcheries.</p> <p>See <a href="#">Commitment to Animal Care</a>.</p>
FP11	Percentage and total of animals raised and/or processed, by species and breed type, per housing type	<p>Pork: 100% of our market hogs are raised in open housing. In 2019, approximately 77% of sows under our direct control had transitioned to advanced open sow housing.</p> <p>Chicken: 100% of our broiler breeder grower, broiler breeder, and broiler chickens are in open (free-run) housing.</p> <p>Turkey: 100% of turkeys supplying Maple Leaf Foods are in open (free-run) housing.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
FP12	Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments, by species and breed type	<p>Maple Leaf Foods is committed to minimizing or eliminating the use of antibiotics wherever possible, while maintaining high standards of animal care. This includes never using antibiotics for growth promotion, reducing use of antibiotics for prevention, using only the classes of antibiotics that are of lowest importance to human medicine likely to be effective, relying on veterinary oversight to ensure the responsible use of antimicrobials, and increasing our Raised Without Antibiotics (RWA) production. Should any animal, herd or flock that is in our RWA program become sick, all treatment options are considered in consultation with a veterinarian, including administering an antibiotic. If an antibiotic is administered, the treated animal, herd or flock is removed from the program. We are actively implementing operating protocols that reduce higher mortality rates in animals raised without antibiotics, which is one of our animal care priorities. We never use growth promoting hormones or beta-adrenergic agonists in our pork and poultry, and our pork is certified under the Canadian Ractopamine-Free Pork Certification Program.</p> <p>See <a href="#">Commitment to Animal Care</a>.</p>
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	<p>In 2019, Maple Leaf Foods had seven corrective action requests (CARs) and one notice of violation (NOV) related to transportation, handling and slaughter practices for live terrestrial animals (poultry). All CARs and NOVs 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 2019 were resolved and closed.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>SOCIAL: PRODUCT RESPONSIBILITY</b>		
Disclosure of Management Approach	<p>The following disclosure of management approach applies to all the product responsibility aspects we have responded to below, and covers our Materiality and Boundary identified in our 2019 Sustainability Report, unless otherwise specified.</p> <p>Maple Leaf Foods strives to contribute to the creation of a sustainable protein industry, and ensure everyone has access to safe, healthy and nutritious food. 100% of Maple Leaf Foods’ fresh and prepared meats operations follow rigorous food safety protocols throughout the product life cycle including ingredient and raw material sourcing, processing, packing and transportation. Our food safety protocols are governed by our Safety Promise, the Company’s food safety commitment signed by the President and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. We have identified food safety and consumer health as key risks related to the business of Maple Leaf Foods (see <a href="#">2019 Annual Report</a>, page 21).</p> <p>Our goal is to always provide consumers safe, great tasting food produced in a safe work environment, and to achieve this goal we have established a number of food safety commitments: we commit to becoming a global leader in food safety and providing the focus and resources needed to achieve this goal; we commit to establishing a culture of food safety with high-performance teams, where people are encouraged and expected to act on any concerns they may have; we commit to measuring our food safety performance, with testing and benchmarking against globally recognized standards; we commit to continuously seeking better ways to make food safe; we commit to openly sharing our knowledge with government, industry and consumers so we can learn from them and they can learn from us; we commit to transparency and candour in pursuit of better performance and public confidence; and we commit to behaving in the most responsible and transparent way possible, placing the safety of our people and our consumers first if there is ever a breach.</p> <p>As part of our management approach, we report and communicate our sustainability initiatives and performance on a regular basis. Highlights of our internal and external communication include monthly detailed reporting to the Senior Leadership Team; regular meetings with the Senior Management Forum (60+ members of the management team); reporting to the Safety and Sustainability Committee of the Board three times per year; quarterly progress reports to our people; website updates; and our annual sustainability report.</p>	
GRI 416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	<p>100% of Maple Leaf Foods’ products across fresh and prepared meats follow rigorous food safety protocols throughout their product life cycle including ingredient and raw material sourcing, processing, packing and transportation.</p> <p>Our food safety protocols are governed by Maple Leaf Foods’ Safety Promise, the Company’s food safety commitment signed by the President and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. For detailed information, see our Better Food section. Maple Leaf Foods follows the British Retail Consortium (BRC) Global Standard for Food Safety in 100% of its manufacturing facilities, which is internationally recognized by the Global Food Safety Initiative (GFSI).</p>

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	100% of Maple Leaf Foods' production is produced in facilities that are audited against the BRC Global Standard for Food Safety, which is internationally recognized by the GFSI.  See <a href="#">SDG Alignment</a> .
FP6	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans-fats, sodium and added sugars	We have reformulated our products under our Maple Leaf brand to include only premium meat and real, simple or natural ingredients. In addition to removing artificial preservatives, flavours, colours and sweeteners from our products, we use only pronounceable ingredients that consumers trust and can find in their pantry.  See <a href="#">SDG Alignment</a> .
FP7	Percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fibre, vitamins, minerals, phytochemicals or functional food additives	Not reported at this time.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>Maple Leaf Foods reports on all product recalls, de-listings and other incidents that regulatory food safety and health agencies report to consumers. These agencies include the Canadian Food Inspection Agency, the United States Department of Agriculture (Food Safety and Inspection Service) and international food safety and health agencies of the countries where we sell products.</p> <p>In 2019, Maple Leaf Foods had 65 Regulatory NCs. There were zero food safety-related product recalls and two quality-related product withdrawals. Of the 65 warnings issued by CFIA to MLF facilities, the top three reasons were Sanitation (12), Personal Hygiene (9) and Building Fabric (9). 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 2019 were resolved and closed.</p> <p>Of the two quality withdrawals one was related to an incorrect back label on a ham, and the other was from a product destined for sales as a #2 product that ended up being sold as a #1 product.</p>

# GRI Index (cont.)

GENERAL DISCLOSURES		
GENERAL STANDARD DISCLOSURES	STANDARD DISCLOSURE TITLE	LOCATION/DESCRIPTION
<b>MATERIAL ASPECT: MARKETING AND LABELING</b>		
GRI 417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and service categories subject to such information requirements	<p>Maple Leaf Foods has robust standard operating procedures and policies that govern 100% of our sourcing contracts with suppliers and co-manufacturers. These policies are agreed to annually by Maple Leaf 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>
GRI 417-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	In 2019, we had one withdrawal related to product and service information and labeling.
GRI 417-3	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes	None

# GRI Index (cont.)

<b>GENERAL DISCLOSURES</b>		
<b>GENERAL STANDARD DISCLOSURES</b>	<b>STANDARD DISCLOSURE TITLE</b>	<b>LOCATION/DESCRIPTION</b>
<b>MATERIAL ASPECT: CUSTOMER PRIVACY</b>		
<b>GRI 418-1</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
<b>MATERIAL ASPECT: SOCIOECONOMIC COMPLIANCE</b>		
<b>GRI 419-1</b>	Non-compliance with laws and regulations in the social and economic area	No monetary fines were imposed on Maple Leaf Foods in 2019 related to non-compliance with laws and regulations in the social and economic area.