



2023 ESG *Index*



Universal Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
1	Foundation				
2	General Disclosures				
Organization And Reporting Practices					
GRI 2-1	Organizational details	The Company's legal name is Maple Leaf Foods Inc. ("Maple Leaf Foods" or "MLF" or "the Company"). Maple Leaf Foods Inc. is publicly traded on the Toronto Stock Exchange under the symbol MFI. The Company is headquartered in Mississauga, Ontario, Canada. Maple Leaf Foods has operations across Canada and the United States.			
GRI 2-2	Entities included in the organization's sustainability reporting	See The Business (2023 Management's Discussion and Analysis, page 1). Maple Leaf Foods Inc. is the entity covered by this report.			
GRI 2-3	Reporting period, frequency and contact point	January 1 2023 to December 31 2023. The Company reports annually for sustainability reporting and quarterly for financial reporting. The different reporting periods is due to readiness and availability of information. The publication date of sustainability-related information is by our Annual General Meetings in May. The contact point for reported information is sustainability@mapleleaf.com .			
GRI 2-4	Restatements of information	See Environmental Performance Methodology (2023 Integrated Report, page 131).			
GRI 2-5	External assurance	See External Assurance Report .			
Activities And Workers					
GRI 2-6	Activities, value chain, and other business relationships	See The Business (2023 Management's Discussion and Analysis, page 1). See The Company (2023 Integrated Report, page 7); See Our Brands .		FB-MB-000.A FB-MP-000.B	FB-MP-000.A: Number of processing and manufacturing facilities FB-MP-000.B: Animal protein production, by category; percentage outsourced
GRI 2-7	Employees	<p>There are a total of 12,600 permanent employees: Gender breakdown - 5,133 females, 7,467 males Region breakdown - 12,233 Canada, 349 USA, 18 International</p> <p>There are 123 temporary employees: Gender breakdown - 63 females, 60 males Region breakdown - 121 Canada, 1 USA, 1 International</p> <p>There are 12,563 full-time employees: Gender breakdown - 5,122 females, 7,441 males Region breakdown - 12,194 Canada, 350 USA, 19 International</p> <p>There are 160 part-time employees: Gender breakdown - 74 females, 86 males Region breakdown - 160 Canada</p> <p>This data is based on headcount and on the 94.0% of employees recorded and tracked in our enterprise information system as of December 31, 2023.</p>			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
Governance					
GRI 2-9	Governance structure and composition	See Governance (2023 Integrated Report, page 28); see Corporate Governance ; see Governance and Risk Management (2023 Consolidated Financial Statements, page 70); see Risk Factors (2023 Management's Discussion and Analysis, page 19); see Environment (2023 Management's Discussion and Analysis, page 18); see Climate Change (2023 Management's Discussion and Analysis, page 23).			
GRI 2-10	Nomination and selection of the highest governance body	See Governance (2023 Integrated Report, page 28).			
GRI 2-11	Chair of the highest governance body	See Governance (2023 Integrated Report, page 28).			
GRI 2-12	Role of highest governance body in setting purpose, values, and strategy	See Governance (2023 Integrated Report, page 28); see Corporate Governance ; see Governance and Risk Management (2023 Consolidated Financial Statements, page 70); see Risk Factors (2023 Management's Discussion and Analysis, page 19).			
GRI 2-13	Delegation of responsibility for managing impacts	See Governance (2023 Integrated Report, page 28); see Corporate Governance ; see Governance and Risk Management (2023 Consolidated Financial Statements, page 70); see Risk Factors (2023 Management's Discussion and Analysis, page 19).			
GRI 2-14	Highest governance body's role in sustainability reporting	See Governance (2023 Integrated Report, page 28).			
GRI 2-15	Conflicts of interest	See Governance (2023 Integrated Report, page 28).			
GRI 2-17	Collective knowledge of highest governance body	See Governance (2023 Integrated Report, page 28); see Environment (2023 Management's Discussion and Analysis, page 18); see Climate Change (2023 Management's Discussion and Analysis, page 23).			
GRI 2-19	Remuneration policies	See Management Proxy Circular .			
GRI 2-20	Process for determining remuneration	See Management Proxy Circular .			
GRI 2-21	Annual total compensation ratio	See Management Proxy Circular .			
Strategy, Policies And Practices					
GRI 2-22	Statement on sustainable development strategy	See Letters from our Executive Chair and our President and Chief Executive Officer (2023 Integrated Report, page 3-5).			
GRI 2-23	Policy commitments	See Policies and Commitments ; See Governance (2023 Integrated Report, page 28).			
GRI 2-24	Embedding policy commitments	See Policies and Commitments ; See Governance (2023 Integrated Report, page 28).			
GRI 2-25	Process to remediate negative impacts	See Policies and Commitments ; See Governance (2023 Integrated Report, page 28).			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
GRI 2-26	Mechanisms for seeking advice and raising concerns	We utilize a third-party “EthicsLine” which is a whistleblower hotline coordinated by Internal Audit and reported to certain members of our Senior Leadership Team and other executives. Summaries of EthicsLine complaints are also provided to Committees of the Board of Directors. Additionally, a formal Ethics Committee exists and meets to discuss Ethical Issues. Membership of this Committee includes the Executive Chairman, CEO and select other SVPs, and the VP Internal Audit. See Policies and Commitments .			
GRI 2-27	Compliance with laws and regulations	There were no significant instances of non-compliance in 2023.			
GRI 2-28	Membership associations	See Associations and Partnerships (2023 Integrated Report, page 24).			
Stakeholder Engagement					
GRI 2-29	Approach to stakeholder engagement	See Materiality (2023 Integrated Report, page 22); see Associations and Partnerships (2023 Integrated Report, page 24).			
GRI 2-30	Collective bargaining agreements	As at December 31, 2023, we had approximately 8,259 employees covered by 18 collective agreements in Canada, which represents approximately 62% of our workforce.			
3 Material Topics					
GRI 3-1	Process to determine material topics	See Materiality (2023 Integrated Report, page 22).			
GRI 3-2	List of material topics	See Materiality (2023 Integrated Report, page 22).			
GRI 3-3	Management of material topics	See Materiality (2023 Integrated Report, page 22).			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
200	Economic				
201	Economic Performance				
	Disclosure of Management Approach	See Company Vision and Strategic Plan (2023 Management's Discussion & Analysis, page 2). See The Business (2023 Management's Discussion & Analysis, page 1).	13.2.1		
201-1	Direct economic value generated and distributed	See Consolidated Balance Sheets and Consolidated Statements of Net Earnings (2023 Consolidated Financial Statements, page 47-49).	13.22.2		
201-2	Financial implications and other risks and opportunities due to climate change	See Environment (2023 Management's Discussion and Analysis, page 18); see Risk Factors (2023 Management's Discussion and Analysis, page 19); Climate Change (2023 Management's Discussion and Analysis, page 23).	13.2.2		
201-3	Defined benefit plan obligation and other retirement plans	See Employee Benefit Plans (2023 Management's Discussion and Analysis, page 12); see Employee Benefits (2023 Consolidated Financial Statements, 68).			
201-4	Financial assistance received from government	See Employee Benefit Plans (2023 Management's Discussion and Analysis, page 12); see Employee Benefits (2023 Consolidated Financial Statements, 68). See Government Incentives (2023 Management's Discussion and Analysis, page 13).			
202	Market Presence				
	Disclosure of Management Approach	See 2023 Management's Discussion and Analysis .			
202-1	Ratios of standard entry level by gender compared to local minimum wage	The hourly rate for unionized employees is based on the collective agreement and in all cases is at or above the minimum wage rate. For non-union plants, an assessment/market survey is completed prior to establishing rates to ensure we are competitive within the specific market (including our unionized facilities).			
203	Indirect Economic Impacts				
	Disclosure of Management Approach	See 2023 Management's Discussion and Analysis .	13.22.1		
203-1	Infrastructure investments and services supported	See Capital Expenditures (2023 Management's Discussion and Analysis, page 6-7).	13.22.3		
204	Procurement Practices				
	Disclosure of Management Approach	See Supplier Code of Conduct .			
205	Anti-Corruption				
	Disclosure of Management Approach	See Code of Business Conduct .	13.26.1		
205-1	Operations assessed for risks related to corruption	See Code of Business Conduct and Supplier Code of Conduct .	13.26.2		

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
205-2	Communication and training about anti-corruption policies and procedures	See Code of Business Conduct . All salaried employees and the Board of Directors are required to sign off on review and compliance with the Code of Business Conduct (which includes the Company's anti-corruption requirements) annually.	13.26.3		
205-3	Confirmed incidents of corruption and actions taken	There were no incidents of fraud or corruption in 2023.	13.26.4		
206	Anti-Competitive Behaviour				
	Disclosure of Management Approach	See Code of Business Conduct .	13.25.1		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	The Company is subject to a Competition Bureau investigation into packaged bread pricing in Canada. This relates to a time (prior to 2014) when the Company was a majority shareholder of Canada Bread. Canada Bread was an independent publicly traded company during the relevant time. The Company was named in a civil class action related to the same matter, but the class was not certified as against the Company. In 2023, plaintiffs' counsel in Quebec filed a motion to bring a class action against the Company related to meat pricing the motion has not been heard.	13.25.2		
207	TAX				
	Disclosure of Management Approach	See Income Taxes (2023 Management's Discussion and Analysis, page 5); See Income Taxes (2023 Consolidated Financial Statements, page 72).			
207-1	Approach to tax	See Income Taxes (2023 Management's Discussion and Analysis, page 5); See Income Taxes (2023 Consolidated Financial Statements, page 72).			
300	Environmental				
301	Materials				
	Disclosure of Management Approach	See Waste (2023 Integrated Report, page 124); See Packaging (2023 Integrated Report, page 62).			
301-1	Materials used by weight or volume	See Waste (2023 Integrated Report, page 124); See Packaging (2023 Integrated Report, page 62).			
302	Energy				
	Disclosure of Management Approach	See Better Planet (2023 Integrated Report, page 108); see Environmental Sustainability Commitment ; see Environment (2023 Management's Discussion and Analysis, page 18); see Climate Change (2023 Management's Discussion and Analysis, page 23).		FB-MP-130a.1	FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
302-1	Energy consumption within the organization	See Environmental Performance Summary (2023 Integrated Report, page 111).		FB-MP-130a.1	FB-MP-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable
302-3	Energy intensity	See Environmental Performance Summary (2023 Integrated Report, page 111).			

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
302-4	Reduction of energy consumption	See Environmental Performance Summary (2023 Integrated Report, page 111).			
303	Water And Effluents				
	Disclosure of Management Approach	See Water (2023 Integrated Report, page 122); see Environmental Sustainability Commitment ; see Environment (2023 Management's Discussion and Analysis, page 18); see Climate Change (2023 Management's Discussion and Analysis, page 23).		FB-MP-140a.1 FB-MP-140a.2	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks
303-1	Interactions with water as a shared resource	See Water (2023 Integrated Report, page 122).	13.7.2	FB-MP-140a.2 FB-MP-440a.1 FB-MP-440a.2	FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks FB-MP-440a.1: Percentage of animal feed sourced from regions with High or Extremely High Baseline Water Stress FB-MP-440a.2: Percentage of contracts with producers located in regions with High or Extremely High Baseline Stress
303-2	Management of water discharge-related impacts	See Water (2023 Integrated Report, page 122).	13.7.3	FB-MP-140a.1 FB-MP-140a.2	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress FB-MP-140a.2: Description of water management risks and discussion of strategies and practices to mitigate those risks
303-3	Water withdrawals	See Water (2023 Integrated Report, page 122).	13.7.4	FB-MP-140a.1	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
303-5	Water consumption	See Environmental Performance Summary (2023 Integrated Report, page 111); see Water (2023 Integrated Report, page 122).	13.7.6	FB-MP-140a.1	FB-MP-140a.1: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress
304	Biodiversity				
	Disclosure of Management Approach	See Better Planet (2023 Integrated Report, page 108).	13.3.1		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See Climate and Nature (2023 Integrated Report, page 110).	13.3.2		
304-2	Significant impacts of activities, products, and services on biodiversity	See Climate and Nature (2023 Integrated Report, page 110).	13.3.3		
305	Emissions				
	Disclosure of Management Approach	See Climate and Nature (2023 Integrated Report, page 110); see Environmental Sustainability Commitment ; see Environment (2023 Management's Discussion and Analysis, page 18); see Climate Change (2023 Management's Discussion and Analysis, page 23).	13.1.1	FB-MP-110a.1 FB-MP-110a.2; FB-MP-440a.3	FB-MP-110a.1: Gross global Scope 1 emissions FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
305-1	Direct (Scope 1) GHG emissions	See Environmental Performance Summary (2023 Integrated Report, page 111); see Climate and Nature (2023 Integrated Report, page 110).	13.1.2	FB-MP-110a.1 FB-MP-110a.2	FB-MP-110a.1: Gross global Scope 1 emissions FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.
305-2	Energy indirect (Scope 2) GHG emissions	See Environmental Performance Summary (2023 Integrated Report, page 111).	13.1.3		
305-3	Other indirect (Scope 3) GHG emissions	See Environmental Performance Summary (2023 Integrated Report, page 111); see Climate and Nature (2023 Integrated Report, page 110).	13.1.4	FB-MP-160a.1	FB-MP-160a.1: Amount of animal litter and manure generated, percentage managed according to a nutrient management plan
305-4	GHG emissions intensity	See Environmental Performance Summary (2023 Integrated Report, page 111).	13.1.5	FB-MP-110a.1 FB-MP-110a.2	FB-MP-110a.1: Gross global Scope 1 emissions FB-MP-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.
305-5	Reduction of GHG emissions	See Environmental Performance Summary (2023 Integrated Report, page 111).	13.1.6		
306	Waste				
	Disclosure of Management Approach	See Waste (2023 Integrated Report, page 124); see Environmental Sustainability Commitment ; see Environment (2023 Management's Discussion and Analysis, page 18); see Climate Change (2023 Management's Discussion and Analysis, page 23).			
306-1	Waste generation and significant waste-related impacts	See Waste (2023 Integrated Report, page 124).	13.8.2		
306-2	Management of significant waste-related impacts	See Waste (2023 Integrated Report, page 124).	13.8.3		
306-3	Waste generated	See Environmental Performance Summary (2023 Integrated Report, page 111).	13.8.4		
306-4	Waste diverted from disposal	See Environmental Performance Summary (2023 Integrated Report, page 111); see Waste (2023 Integrated Report, page 124).	13.8.5		
306-5	Waste directed to disposal	See Waste (2023 Integrated Report, page 124).	13.8.6		
307	Environmental Compliance				
	Disclosure of Management Approach	See Environmental Sustainability Commitment ; see Supplier Code of Conduct .			
307-1	Non-compliance with environmental laws and regulations	No fines or charge levies for environmental non-compliance in 2023.		FB-MP-140a.3	FB-MP-140a.3: Number of incidents of non-compliance with water quality permits, standards, and regulations.
308	Supplier Environmental Assessment				
	Disclosure of Management Approach	See Supplier Code of Conduct .			

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
308-1	New suppliers that were screened using environmental criteria	100% of suppliers have acknowledged our Supplier Code of Conduct. The Supplier Code of Conduct is included in contracts and purchased orders for all new suppliers.			
400	Social				
401	Employment				
	Disclosure of Management Approach	See Careers ; see Leadership and Development (2023, Integrated Report, page 82); see Employee Benefit Plan (2023 Management's Discussion and Analysis, page 12).			
401-1	New Employee Hires & Employee Turnover	<p>There were 5,264 hires (salary and hourly) in 2023. Gender breakdown - 1,853 females, 3,411 males Age breakdown - 1,991 under 30, 2,602 30-49, 671 50+ Region breakdown - 5,153 Canada, 109 USA, 2 International</p> <p>There were 5,954 terminations (salary and hourly) in 2023. Gender breakdown - 2,398 females, 3,556 males Age breakdown - 1,745 under 30, 2,579 30-49, 1,630 50+ Region breakdown - 5,764 Canada, 188 USA, 2 International</p> <p>This data is based on headcount and is based on the 94.0% of employees recorded and tracked in our enterprise information system as of December 31, 2023.</p>			
401-2	Benefits Provided to Full-Time Employees Not provided to Temporary/Part-Time Employees	The only benefit which is standard for full-time employees but not provided to temporary or part-time employees is the Disability benefits in Canada. Significant areas of operation are defined by various employment locations/office addresses, usually in a different city or state.			
402	Labour/Management Relations				
	Disclosure of Management Approach	See Code of Business Conduct .			
402-1	Minimum Notice Periods Regarding Operational Changes	Notice periods can range from 24 hours to 90 days depending on the severity and type of change and depending on the Collective Bargaining Agreement.			
403	Occupational Health & Safety				
	Disclosure of Management Approach	See Occupational Health and Safety (2023 Integrated Report, page 70); see Occupational Health and Safety Policy .	13.19.1		
403-1	Occupational Health & Safety Management System	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.2	FB-MP-320a.2	FB-MP-320a.2: Description of efforts to assess, monitor and mitigate acute and chronic respiratory health conditions
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.3		
403-3	Occupational Health Services	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.4		
403-4	Worker participation, consultation, and communication on occupational health and safety	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.5		
403-5	Worker training on occupational health and safety	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.6		

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
403-6	Promotion of worker health	See Occupational Health and Safety (2023 Integrated Report, page 70); see Diversity, Equity and Inclusion (2023 Integrated Report, page 76).	13.19.7		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.8		
403-8	Workers covered by an occupational health and safety management system	See Occupational Health and Safety (2023 Integrated Report, page 70).	13.19.9		
403-9	Work-related injuries	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury: 0 ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 1 iii. The number and rate of recordable work-related injuries: 46 iv. The main types of work-related injury: fractures and lacerations v. The number of hours worked: 22,620,391 <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury: 0 ii. The number and rate of high-consequence work-related injuries (excluding fatalities): 0 iii. The number and rate of recordable work-related injuries: 6 iv. The main type of work-related injury: fractures and lacerations v. The number of hours worked: 598,530 (approximate) <p>See Occupational Health and Safety.</p>	13.19.10	FB-MP-320a.1	FB-MP-320a.1: (1) Total recordable incident rate (TRIR) and (2) fatality rate
403-10	Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health: 0 ii. The number of cases of recordable work-related ill health: 1 iii. The main types of work-related ill health: strain <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health: 0 ii. The number of cases of recordable work-related ill health: 0 iii. The main types of work-related ill health: not applicable <p>See Occupational Health and Safety.</p>	13.19.11		
404	Training & Education				
	Disclosure of Management Approach	See Careers ; see Leadership and Development (2023 Integrated Report, page 82).			

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
404-1	Average hours of training per year per employee	<p>Total hours of training for salaried employees was 38,512 hours for all courses with an average of 14.12 hours per salaried employee.</p> <p>Total hours of training per hourly employee was approximately 81,472 hours for all courses with an average of 9.21 hours per hourly employee.</p> <p>Total hours of training for courses with mixed salaried and hourly employees was 5,374 hours.</p> <p>The average hours of training per hourly female employee was 8.1 hours and per male employee 7.8 hours for operations and manufacturing courses only.</p> <p>Note: Gender data is not widely available for salaried employees for Leadership and Learning or Information Solutions courses.</p>			
404-2	Programs for upgrading employee skills and transition assistance programs	We offer hundreds of learning programs both in-class and online (leadership development and functional skills building). In addition, for those employees who were affected by any involuntary termination in 2023, we included outplacement counselling as part of the severance agreement. This offering, at our cost, provides individuals assistance with transitioning to their next career opportunity.			
405	Diversity And Equal Opportunity				
	Disclosure of Management Approach	See Diversity, Equity and Inclusion (2023 Integrated Report, page 76).	13.15.1		

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
405-1	Diversity of governance bodies and employees	<p>BOARD OF DIRECTORS Gender: 30% female, 70% male Age: 30% 30-49, 70% 50+</p> <p>HOURLY Gender: 39% female, 61% male Age: 18% under 30, 51% 30-49, 31% 50+</p> <p>SALARIED Gender: 46% female, 54% male Age: 13% under 30, 57% 30-49, 29% 50+</p> <p>FURTHER BREAKDOWN OF SALARIED GROUPS</p> <p>SLT Gender: 19% female, 81% male Age: 38% 30-49, 63% 50+</p> <p>VP Gender: 35% female, 65% male Age: 53% 30-49, 47% 50+</p> <p>Director Gender: 36% female, 64% male Age: 61% 30-49, 39% 50+</p> <p>Manager Gender: 41% female, 59% male Age: 4% under 30, 63% 30-49, 33% 50+</p> <p>Supervisor/Sr. Specialist Gender: 37% female, 63% male Age: 13% under 30, 60% 30-49, 27% 50+</p> <p>Administrator/Coordinator/Analyst Gender: 61% female, 39% male Age: 23% under 30, 51% 30-49, 26% 50+</p> <p>This data is based on the 94.0% of people recorded and tracked in our enterprise information system as of December 31, 2023.</p>	13.15.2		
405-2	Ratio of basic salary and remuneration of women to men	<p>Regular salaried Maple Leaf Foods staff, the ratio of basic salary of women to men: Senior Leadership Team: 82.2% Vice-President: 84.0% Director: 96.5% Manager: 96.8% Supervisor/Sr. Spec: 99.6% Admin/Coord/Analyst: 101.9%</p> <p>Regular salaried Maple Leaf Foods staff, the ratio of total remuneration of women to men: Senior Leadership Team: 70.2% Vice-President: 83.5% Director: 97.1% Manager: 97.0% Supervisor/Sr. Spec: 100.0% Admin/Coord/Analyst: 101.9%</p> <p>This data is based on the 94.0% of people recorded and tracked in our enterprise information system as of December 31, 2023.</p>	13.15.3		

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
406	Non-Discrimination				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2023 Integrated Report, page 67); see Code of Business Conduct .	13.15.1		
406-1	Incidents of discrimination and corrective actions taken	Any allegations of potential discrimination are promptly assessed, investigated as appropriate and remedial actions are implemented based on the findings. In 2023 there were no findings of discrimination.	13.15.4		
407	Freedom Of Association And Collective Bargaining				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2023 Integrated Report, page 67); see Code of Business Conduct ; see Supplier Code of Conduct .	13.18.1		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No violations occurred at Maple Leaf Foods operations in 2023.	13.18.2		
408	Child Labour				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2023 Integrated Report, page 67); see Code of Business Conduct ; see Supplier Code of Conduct .	13.17.1		
408-1	Operations and suppliers at significant risk for incidents of child labour	Our primary operations and key suppliers are located in Canada and the U.S. in 2023 and adhere to all applicable child labour laws, as well as our Code of Conduct and Age of Employment Policy. We require our Suppliers to adhere to our Supplier Code of Conduct which prohibits child labour. Refer to our Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Modern Slavery Act”) for the Fiscal Year 2023 for more information on the steps we take to prevent child labour.	13.17.2		
409	Forced Or Compulsory Labour				
	Disclosure of Management Approach	See Ethical Workplace Conduct (2023 Integrated Report, page 67); see Code of Business Conduct ; see Supplier Code of Conduct .	13.16.1		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our primary operations and key suppliers are located in Canada and the U.S. in 2023 and adhere to all applicable child labour laws, as well as our Code of Conduct and Age of Employment Policy. We require our Suppliers to adhere to our Supplier Code of Conduct which prohibits child labour. Refer to our Report Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Modern Slavery Act”) for the Fiscal Year 2023 for more information on the steps we take to prevent child labour.	13.16.2		
410	Security Practices				
	Disclosure of Management Approach	See Code of Business Conduct .			
410-1	Security personnel trained in human rights policies or procedures	All security is expected to follow Maple Leaf Foods’ Code of Business Conduct.			
411	Rights Of Indigenous Peoples				
	Disclosure of Management Approach	See Code of Business Conduct .	13.14.1		

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GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
411-1	Incidents of violations involving rights of indigenous peoples	There were no incidents of violations involving rights of indigenous peoples at Maple Leaf Foods operations.	13.14.2		
412 Human Rights Assessment					
	Disclosure of Management Approach	See Ethical Workplace Conduct (2023 Integrated Report, page 67); see Code of Business Conduct .			
412-1	Operations that have been subject to human rights reviews or impact assessments	Maple Leaf Foods always considers local legislation and human rights when making decisions on its locations of operation. To-date, none of our operations have been subject to human rights reviews or human rights impact assessments.			
412-2	Employee training or human rights policies or procedures	All new employees of Maple Leaf Foods in Ontario and Manitoba are required to complete the Accessibility for Ontarians with Disabilities Act (AODA) or Accessibility for Manitobans Act (AMA) training, respectively.			
413 Local Communities					
	Disclosure of Management Approach	See Better Care for Communities (2023 Integrated Report, page 84); see Food Insecurity (2023 Integrated Report, page 85); see Maple Leaf Centre for Food Security .	13.12.1		
413-1	Operations with local community engagement, impact assessments, and development programs	See Food Insecurity (2023 Integrated Report, page 85). Our pursuit of shared value creation means we seek a meaningful role in solving social problems where we have a unique capability to engage. Creating social value is a cornerstone of our business model, our purpose and vision.	13.12.2		
413-2	Operations with significant actual and potential negative impacts on local communities	All complaints are received, responded to, and tracked. There were no complaints that led to significant actual or potential impacts in 2023.	13.12.3		
414 Supplier Social Assessment					
	Disclosure of Management Approach	See Supplier Code of Conduct .			
414-1	New suppliers that were screened using social criteria	See Supplier Code of Conduct .			
415 Public Policy					
	Disclosure of Management Approach	See Code of Business Conduct .	13.24.1		
415-1	Political contributions	Maple Leaf Foods made no political donations in 2023.	13.24.2		
Animal Welfare					
	Disclosure of Management Approach	See Better Animal Care (2023 Integrated Report, page 93); see 2023 Animal Care Performance Report ; see Climate Change (2023 Management's Discussion and Analysis, page 23).	13.11.1	FB-MP-260a.1; FB-MP-430a.2; FB-MP-430a.2; FB-MP-440a.3; FB-MP-410a.1; FB-MP-410a.3	FB-MP-440a.3: Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change

Topic Standards

GRI Standard	GRI Standard Description	Location/Response	GRI Sector Standard Ref. No.	SASB Standard	SASB Standard Description
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards	See 2023 Animal Care Report .			
416 Customer Health And Safety					
	Disclosure of Management Approach	See Food Safety (2023 Integrated Report, page 58); see Nutrition (2023 Integrated Report, page 52).			
416-1	Assessment of the health and safety impacts of product and service categories	100% of Maple Leaf Foods' products across fresh and prepared meats and plant protein follow rigorous food safety protocols throughout their product life cycle including ingredient and raw material sourcing, processing, packing and transportation. Our food safety protocols are governed by Maple Leaf Foods' Safety Promise, the Company's food safety commitment signed by the President and CEO. We also have strict food safety protocols that govern our purchasing and sourcing relationships. Maple Leaf Foods follows the Brand Recognition Compliance Global Standard (BRCGS) for Food Safety in 100% of its manufacturing facilities, which is internationally recognized by the Global Food Safety Initiative (GFSI).	13.10.2	FB-MP-250a.2	FB-MP-250a.2: Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Maple Leaf Foods reports on all product recalls, de-listings and other incidents that regulatory food safety and health agencies report to consumers. These agencies include the Canadian Food Inspection Agency, the United States Department of Agriculture (Food Safety and Inspection Service) and international food safety and health agencies of the countries where we sell products. In 2023, Maple Leaf Foods had fourteen (14) Regulatory non-compliances (NCs). There were three (3) food safety-related product recalls and one (1) quality-related product voluntary withdrawal. Of the fourteen (14) warnings issued by CFIA to MLF facilities, the top three reasons were Standard Inspection Process, Sanitation, and Poultry Slaughter. 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 2023 were resolved and closed.	13.10.3	FB-MP-250a.3 FB-MP-250a.4	FB-MP-250a.3: (1) Number of recalls issued and (2) total weight of products recalled FB-MP-250a.4: Discussion of markets that ban imports of the entity's products
13.10.4	Report the percentage of production volume from sites certified to internationally recognized foodsafety standards, and list these standards.	See Food Safety (2023 Integrated Report, page 58).			
13.10.5	Report the number of recalls issued for food safety reasons and the total volume of products recalled.	There were three (3) food safety related recalls. The total volume of products recalled was 34,047 kg.			
417 Marketing And Labeling					
	Disclosure of Management Approach	See Food Safety (2023 Integrated Report, page 58); see Nutrition (2023 Integrated Report, page 52).			
417-1	Requirements for product and service information and labeling	Maple Leaf Foods has robust standard operating procedures and policies that govern 100% of our sourcing contracts with suppliers and co-manufacturers. These policies are agreed to annually by Maple Leaf Foods and its suppliers. We provide detailed nutrition labels on 100% of our fresh and prepared retail and foodservice products. All labels are reviewed and approved by the Canadian Food Inspection Agency. Where relevant, the Company provides additional labeling claims on certain branded products that explain other product benefits or properties including gluten-free, low sodium, no added preservatives, source of protein and others. We provide proper handling and food safety instructions for our fresh and prepared meats products through online, packaging, in-store and/or customer communications. Maple Leaf Foods provides an appropriate recycling label on all packaging that is accepted in provincial recycling collection programs across Canada.			